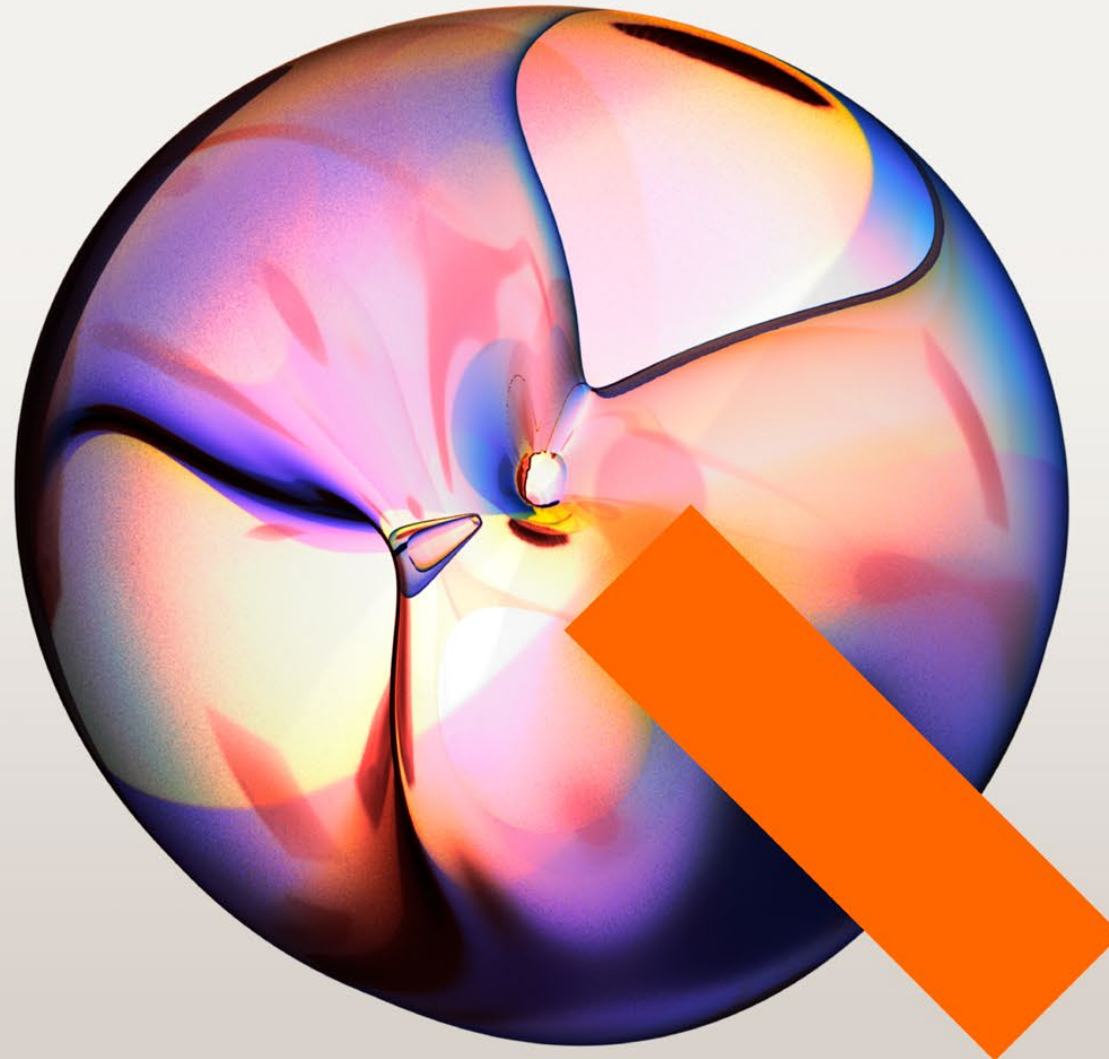


EQT
Annual and
Sustainability
Report 2022



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About this report

EQT AB (publ) 556849-4180 reports the Group's financial and non-financial information in a joint report. The formal annual report consists of a Board of directors' report and financial statements including notes and has been audited by external auditors.

EQT's sustainability reporting is found in the following chapters and pages: Reflections on 2022 and beyond (7–8, 13), Future-proofing and making a positive impact (42–50), People – Equitable business (52–56), Regenerative processes (58–60), Accountable leadership (62–64), and in the Sustainability notes (131–163).

The Sustainability Report has been prepared in accordance with the GRI 2021 Standards and a GRI content index has been prepared. EQT's sustainability reporting further fulfills the requirement for a statutory sustainability report found in the Swedish Annual Accounts Act.

The completion of the combination with BPEA was announced on 18 October 2022 and the acquisition of Life Sciences Partners closed on 28 February 2022. This report is also available in Swedish. In the event of discrepancies, the Swedish original will supersede the English version. Data as of 31 December 2022, unless otherwise stated.

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EQT – a purpose-driven organization

Purpose
Why we exist

To future-proof companies and make a positive impact.

Vision
What we strive for

To be the most reputable investor and owner.

Our values
What we stand for

High performing
Respectful
Entrepreneurial
Informal
Transparent

Mission
What we do and how

With the best talent and network around the world, EQT uses a thematic investment strategy and distinctive value creation approach to future-proof companies, creating superior returns to EQT’s investors and making a positive impact with everything we do.

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An introduction to EQT

EQT is a leading global private markets investor focused on active ownership. The EQT investment advisory teams, based in 20 countries, manage assets worth EUR 210 billion. With a Scandinavian approach to value creation, EQT has delivered strong and stable returns to its clients for almost three decades.

EQT AB Group

EQT AB Group is the listed entity that manages, advises and invests in the EQT funds. EQT’s revenues comprise management fees from the EQT funds, a share of profits (carried interest) and investment income from the EQT funds.



Employees

1,790

Offices in

20 countries

Revenue¹⁾

€1,536m

EBITDA¹⁾

€829m

¹⁾ Adjusted figures.
²⁾ Includes only active funds and excludes funds in EQT Public Value and EQT Life Sciences.

EQT funds

EQT has more than 1,000 clients globally invested in 47 active EQT funds. The EQT Private Equity and EQT Infrastructure funds target a gross return of 2.0–2.5x and 1.7–2.2x respectively, on the invested capital over the life of the funds.

FAUM

€113bn

Private Capital

Real Assets

Private Capital Europe & North America

43% of FAUM

2.7x Gross MOIC²⁾

20% Net IRR²⁾

BPEA EQT

17% of FAUM

2.3x Gross MOIC²⁾

15% Net IRR²⁾

EQT Infrastructure

20% of FAUM

2.6x Gross MOIC

16% Net IRR

EQT Exeter

20% of FAUM

2.5x Gross MOIC

23% Net IRR

EQT funds’ portfolio companies and assets

EQT’s investment advisory teams advise the EQT funds which, together with the management teams, deliver on a comprehensive value creation plan for each portfolio company and asset during the EQT funds’ ownership.

288 Portfolio companies

~690,000 Employees in portfolio companies

1,560 Current number of buildings

30m Square meter real estate

Total AUM³⁾

€210bn

³⁾ Total AUM is defined as the sum of fee-generating AUM, value appreciation of investments and fair market value of non-fee-generating co-investments as well as remaining commitments in active funds and committed capital yet to be fee-generating.

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EQT's business model

The EQT funds are typically invested and realized within ten years. Through an active ownership approach, companies and assets are transformed to make them more relevant, more sustainable, more efficient and more valuable. The funds then return the capital to clients as it realizes investments.

5 Return capital to clients

As the fund realizes its investments, capital is returned to the clients and the fund is typically terminated within ten years.

Gross MOIC since inception:

Private Capital Europe & North America	EQT Infrastructure
2.7x	2.6x
BPEA EQT	EQT Exeter
2.3x	2.5x

4 Realizing the investment

Having executed on its value creation plan, EQT realizes the investment, often to a strategic investor, another fund, or in some cases, via a public market listing.

3 Future-proofing under EQT's ownership

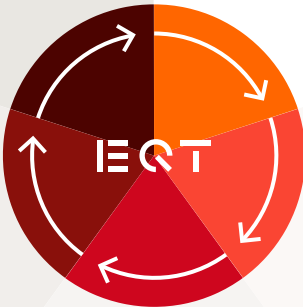
- The EQT investment advisory team, together with the respective management team and board, executes on a comprehensive value creation plan during the EQT fund's ownership.
- Companies and assets are often transformed through digitalization, sustainable transformation, add-on acquisitions, geographic expansion, and investments in people and products.

1 Clients invest in the EQT funds to meet long-term return targets

- EQT's clients include pension funds investing capital to meet future pension obligations, sovereign wealth funds responsible for its citizens' savings, or families managing wealth for future generations.
- EQT has raised larger funds and added new investment strategies to cater for its clients' investments objectives.

2 Thematic investment approach

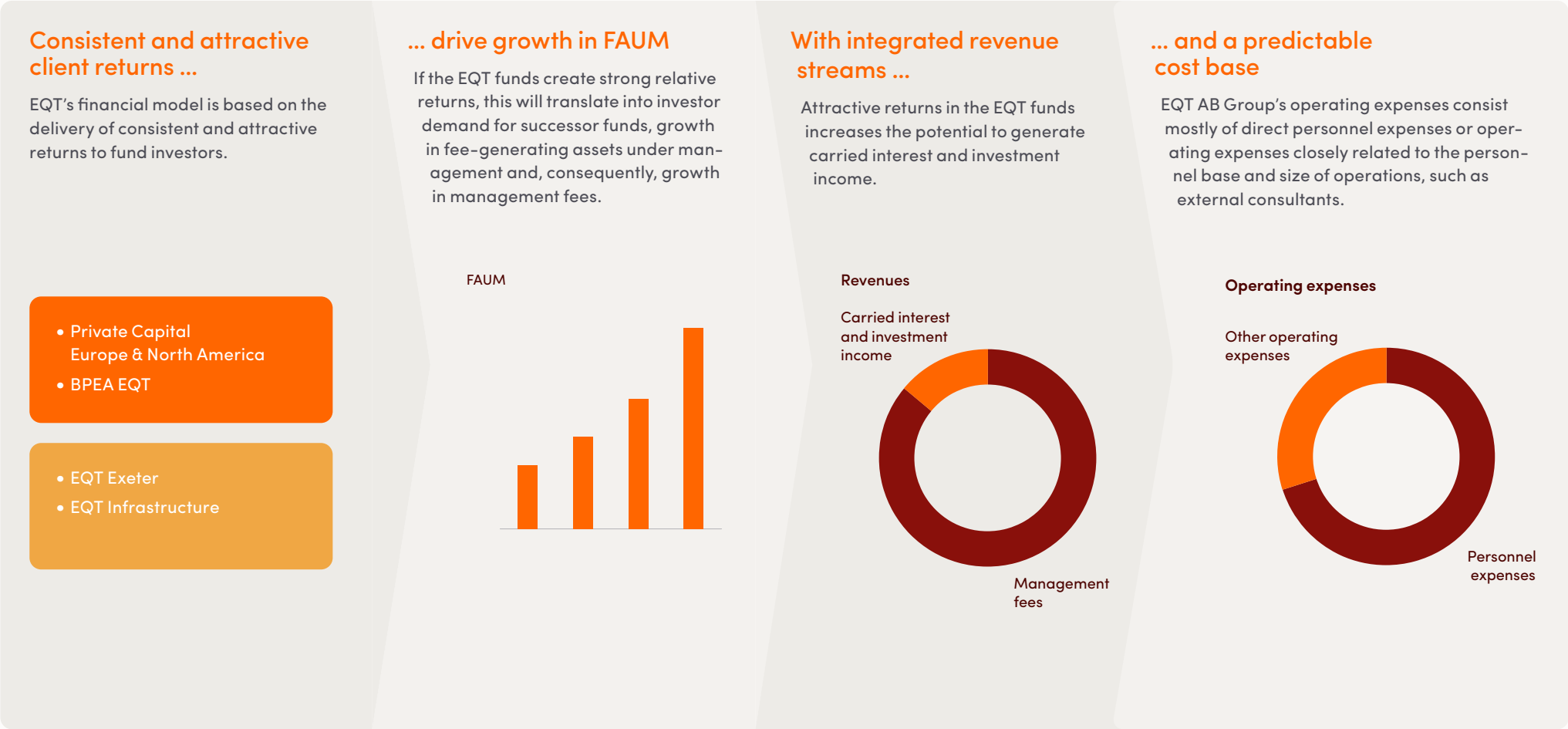
- The EQT funds invest in market leading companies, supported by long-term secular growth trends.
- The companies often play a critical role in societies – for example by catalyzing transition to sustainable energy sources, or providing digital infrastructure.



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EQT AB's financial model

EQT AB Group's revenues consist of two integrated streams: management fees as well as carried interest and investment income.



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02

Reflections on 2022 and beyond

EQT Infrastructure

Instavolt

EQT Infrastructure acquired InstaVolt, one of the UK's leading rapid electric vehicle charging operators with a vision to enable the UK's journey to net zero through mass adoption of EVs. With support and investment from EQT Infrastructure, InstaVolt plans to accelerate its rollout of charge points to a network of 10,000 rapid EV chargers by 2032.



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2022 in brief

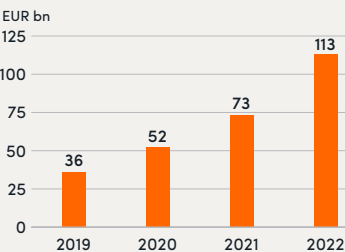
Key events

- EQT joined forces with Baring Private Equity Asia (BPEA), creating a scaled active ownership platform in Asia.
- The Group Executive Committee was strengthened, reflecting EQT's diverse global footprint.
- EQT launched EQT Active Core Infrastructure – a longer-hold fund targeting core infrastructure companies providing essential services to society.
- EQT joined forces with Life Sciences Partners (LSP), a leading European life sciences venture capital firm.
- EQT AB issued a total of EUR 1.5bn of sustainability-linked bonds.
- EQT AB established a Sustainability Committee, marking the first Board-level commitment to sustainability in the private markets industry.
- EQT set the target fund sizes for EQT X at EUR 20bn and EQT Infrastructure VI at EUR 20bn.
- EQT Growth had its final close at EUR 2.2bn, and EQT Ventures III had its final close at EUR 1.0bn.
- BPEA EQT held its final close of BPEA VIII at hard cap of USD 10.5bn, making it one of the largest ever private equity funds raised by an Asia-based private equity firm.
- EQT Exeter Industrial Core-Plus Fund IV held its final close at USD 3.0bn.
- EQT was included in the MSCI ESG Leaders Index and Dow Jones Sustainability Indices.

Fundraising

FAUM grew by EUR 40bn, up 55 percent to EUR 113bn, of which BPEA contributed with FAUM of EUR 22bn as of closing. Total AUM²⁾ amounted to EUR 210bn.

Fee-generating AUM (FAUM)



Total AUM²⁾
€210bn

Value creation

All key EQT funds are on or above plan to meet Gross MOIC targets.

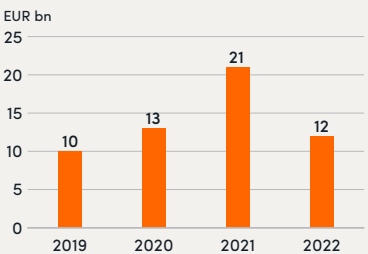
Investment performance

	On plan	Above plan
Private Capital	EQT IX	EQT VII
	EQT X	EQT VIII
	BPEA VIII	BPEA VII
Real Assets	EQT Infrastructure II	EQT Infrastructure III
	EQT Infrastructure IV	
	EQT Infrastructure V	
	EQT Infrastructure VI	

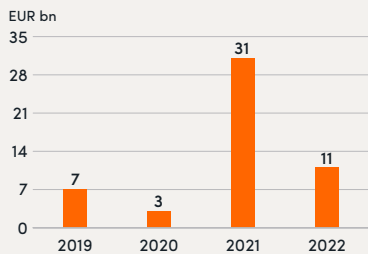
Investment and exit activity for the EQT funds

While 2021 was an exceptionally strong exit year, investment and exit activity was muted during 2022 due to broader market uncertainties.

Investments by EQT funds¹⁾



Gross EQT funds exits¹⁾



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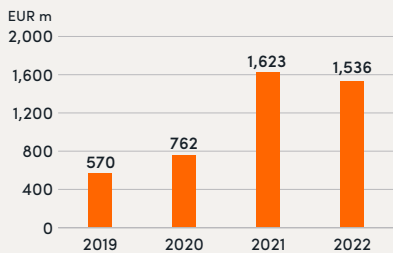
¹⁾ Includes both closed and signed transactions, if not otherwise mentioned.

²⁾ Total AUM is defined as the sum of fee-generating AUM, value appreciation of investments and fair market value of non-fee-generating co-investments as well as remaining commitments in active funds and committed capital yet to be fee-generating.

2022 in brief, cont.

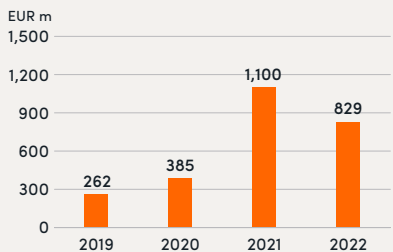
Financials

Total revenue¹⁾



In 2022, adjusted total revenue decreased by 5%. Management fees increased by 22%, while carried interest decreased.

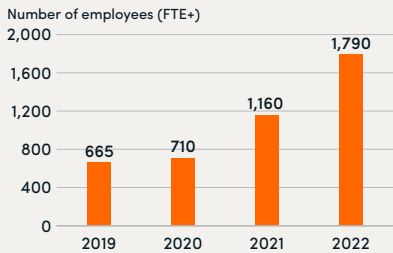
EBITDA¹⁾



Adjusted EBITDA amounted to EUR 829m, corresponding to a margin of 54%. EBITDA decreased as a result of FTE growth during 2021 and 2022 and lower carried interest during the year.

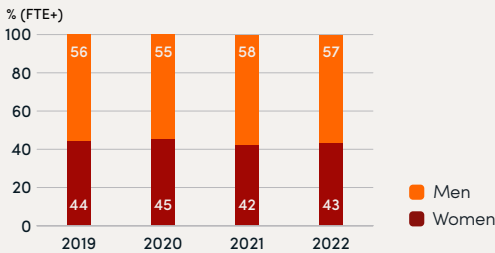
People

Employees



Of the total growth in employees, approximately half of the FTE growth was from business combinations in 2022.

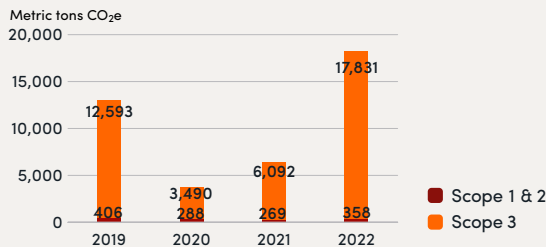
Gender diversity



EQT continued its focus on gender diversity during the year, as it grew with 600 employees. The figures reflect EQT and its combinations with BPEA, LSP, Redwood Capital Group and BearLogi.

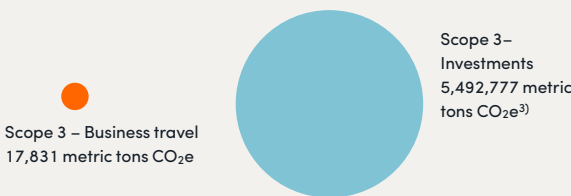
Greenhouse gas (GHG) emissions²⁾

EQT AB Group's GHG emissions Scope 1 & 2 and Scope 3 – Business travel



The increase in 2022 was driven by organic growth, business combinations and reflecting the lessened travel restrictions compared to previous years.

GHG emissions comparison Scope 3 – Business travel and Scope 3 – Investments



The illustration above shows the Scope 3 GHG emissions from EQT's own operations (Scope 3–Business travel) versus the Scope 3 emissions at fund level for the portfolio companies.

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¹⁾ Adjusted.
²⁾ See chapter Sustainability notes for details.
³⁾ Investments cover Scope 1 & 2 data for EQT funds' portfolio companies within EQT Private Equity, EQT Future, EQT Infrastructure and BPEA VII, i.e. the investment strategies where EQT funds typically have control or co-control. Data as of 2021. Adjusted figures based on economic ownership.

Letter from the Chairperson

The benefits of time, scale and active ownership

The world’s economy has again demonstrated its vulnerability. While this brings challenges for all, it is in times of volatility and uncertainty that EQT’s distinct approach matters most. In 2022, our sole focus on active ownership and future-proofing, our thematic investment approach, our local presence in all countries where we operate, our network of advisors, our global scale and diversification, and our long-term relationships across the world – not least with our clients – proved its value once again.

Creating value through active ownership

We are owners, not asset managers. Time is to our benefit, but we are not market timers. As owners of companies and assets supported by secular trends, we apply a clear governance model which allows us to create value by transforming companies and assets during our ownership.

Our approach is rooted in the concept of future-proofing, where EQT’s network of advisors and our expertise in areas such as digitalization and sustainability are critical components. It entails operational excellence and resilience, prudently managing risk, accelerating growth and investing in our companies and assets. By developing companies and assets, we catalyze change to the benefit of societies, while building companies which can thrive across cycles, long after EQT’s ownership period has ended.

In 2022, we strengthened EQT’s active ownership expertise through the combination with BPEA, Asia’s third largest private markets firm,

to create a global leader in active ownership strategies. This makes us even better at assessing risks, understanding macro trends, and identifying opportunities, making EQT more resilient and diversified. We are also becoming an even stronger and relevant long-term partner for our clients, providing the opportunity to invest with EQT across strategies globally.

Strengthening EQT’s platform

As we build a global leader in active ownership strategies, we are also continuously future-proofing EQT. At board-level, we have established an international group with diverse competencies. For example, the Board of EQT AB established a Sustainability Committee, marking the first such board-level commitment in the private markets space.

At the same time, the leadership team has been thoughtfully strengthened to reflect our global footprint and strategic priorities. As CEO, Christian Sinding has added world-class talent to further strengthen our commitment to our clients, but also to drive efficiency and scale across EQT’s global operating platform. Christian and the team are also effectively executing on EQT’s strategic priorities. In addition to the combination with BPEA, EQT has strengthened its expertise in healthcare through the combination with LSP.

EQT’s ability to attract, retain and develop the best talent, and our ability to make teams come together to leverage insights and share knowledge on a global scale remains one of our true competitive advantages.

“It is in times of volatility and uncertainty that EQT’s distinct approach matters most.”



The greatest value creation lever

In times like these, the principle of active ownership is crucial. This applies not only to our portfolio, but also to EQT itself. 2022 was a transformative year for EQT in which we learned a huge amount. We are now better positioned to capture future growth in our industry, be a global partner to our clients, and drive performance through active ownership.

As Chairperson of the Board, I would like to show my appreciation to our clients for their ongoing trusting, our Industrial Advisors for their expert guidance, and the board mem-

bers and management teams of our portfolio companies and assets for their commitment and determination during these challenging times. I would also like to thank my fellow Board members, Christian and the EQT Executive Committee, and all EQT’s employees for their dedication to our values and their ongoing commitment to delivering excellent results and driving performance for our clients.

Conni Jonsson
Founder and Chairperson

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Letter from the CEO

Execution in times of uncertainty

I joined EQT 25 years ago when private capital was still in its nascent stage and optimism was high. Whilst the global economy is currently facing headwinds, I believe there is just as much reason for excitement. Allocations to private markets continue to grow, as the strong and resilient returns that the sector provides attract a larger pool of investors, whilst our ownership model allows us to transform companies and assets to create resilient returns for our clients.

The principle of being “more than capital”
Over nearly three decades, EQT has delivered strong returns through cycles for our clients. Our guiding principle has always been to be “more than capital”, and whilst our fundamentals remain the same, our approach is continuously evolving. Over the past several years, we have built Motherbrain – EQT’s proprietary Artificial Intelligence platform – a tool with numerous applications, for example to identify and assess investment opportunities. With generative AI, Motherbrain is now becoming even more effective. We continuously nurture the global EQT network of advisors and work to attract the best talent to EQT and our portfolio companies. We are strengthening our ability to assess risks and opportunities, while driving operational excellence, for example within digitization.

We fundamentally believe that by making companies and buildings more sustainable, we are making them more valuable and more resilient for the long-term. For example, committing all of our companies to setting emission reduction targets in line with the Science Based Targets Initiative has unleashed a great deal of action and momentum.

Finally, we are also continuously refining our thematic investment approach: finding compa-

nies and sectors supported by long-term secular trends that we can invest behind. We are developing sector-by-sector playbooks to ensure we have repeatable models for value creation in our portfolio companies.

Several of the investments made last year exemplify our approach. EQT acquired Insta-volt, an Electric Vehicle charging infrastructure network operator in the UK, which we support by accelerating the roll-out of charging points across the country. EQT also combined two portfolio companies, Molslinjen and Torghten, to create Nordic Ferry Infrastructure, which will allow for accelerated platform-wide digitization efforts, while we continue to invest in the decarbonisation of the companies’ fleets to further reduce the environmental footprint of ferry transportation across the Nordic fjords and seas.

Future-proofing our global platform
Through our combination with BPEA, we created a global leader in active ownership strategies with a local-with-locals presence in countries representing 80 percent of global GDP. This enables us to better leverage insights worldwide and execute on a broader range of investments, while attracting the best people.

In 2022, we further strengthened and diversified our leadership team. Christina Drews joined as Chief Operating Officer to lead the strategic development of EQT’s internal operating platform to ensure it fits the needs of our growing company. Suzanne Donohoe joined as Chief Commercial Officer to drive EQT’s external commercial activities, leading a new platform that combines EQT’s Client Relations & Capital Raising, Sustainability, Business Development, and Communications.

Across the firm, our people continue to live our values. That commitment has been especially important during this transformative year, where we grew our global teams to be best positioned for future growth and investment opportunities – and to drive our fundraising efforts. We now have a truly international and diverse workforce, with around 1,800 full-time employees representing over 57 nationalities. We are investing in our people’s development, for example through the EQT Academy, which we will scale further in 2023 to cater to EQT’s growing needs.

2023 is a year of execution. We will strengthen our client relationships, facilitate access to our products for private wealth, drive scale and efficiency across the platform, all whilst maintaining a relentless focus on performance across our portfolio and diligently reviewing potential investments. Having delivered returns across cycles, we know that some of the best investments can be sourced in times of market dislocations. We do also plan to drive exits, but the extent will depend on the capital markets.

Shaping a better future
As I take this moment to reflect on where we were 25 years ago, I am excited to see how our “more than capital” approach – inspired by global perspectives, international collaboration and diversity of thought – has and will help shape a better future. One thing I do know: over the next 25 years and beyond, our commitment to future-proofing and maximizing performance will continue to be the key to delivering for our clients.

Christian Sinding
CEO and Managing Partner



“Allocations to private markets continue to grow, as the strong and resilient returns that the sector provides attract a larger pool of investors, whilst our ownership model allows us to transform companies and assets to create resilient returns for our clients.”

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Towards our targets: Strategic

EQT's six strategic pillars

01 Future-proof companies and make a positive impact with everything we do

02 Generate superior risk-adjusted returns through thematic active ownership

03 Solidify Europe, win North America and expand Asia

04 Become the global leader in Infrastructure, a global leader in Private Capital and a global top-3 player in Real Estate

05 Increase the scaling speed of our operating platform to serve our key stakeholders (clients and shareholders)

06 Stay ahead on culture, talent management and leadership

Examples of progress in 2022

Over the past year, the portfolio companies in our key funds grew with¹⁾:

Revenue growth
21%

Adj. EBITDA growth
18%

Since inception, EQT funds have delivered:

	Net IRR	Realized Gross MOIC
Private Capital Europe & North America ²⁾	20%	2.7x
BPEA EQT	15%	2.3x
EQT Infrastructure	16%	2.6x
EQT Exeter	23%	2.5x

EQT joined forces with BPEA, creating a scaled active ownership platform in Asia.

EQT is locals-with-locals in countries covering
~80% of global GDP³⁾

EQT Private Equity
PEI
no. 3
globally

EQT Infrastructure
Infrastructure Investor
no. 5
globally

EQT Exeter
PERE
no. 18
globally

By commitments raised during the past five years.

- EQT made hires to develop the operating platform and EQT's capital raising capabilities, amongst others Suzanne Donohoe as Chief Commercial Officer, Christina Drews as Chief Operating Officer, and Lisa Gunolf as Chief Information & Technology Officer.
- Integration and best practice sharing continued with recently acquired entities.
- EQT continued to develop its digital in-house capabilities within digitalization to improve the client experience with the Investor Portal.

- EQT added learnings and perspectives from new teams worldwide, as the firm grew with ~600 employees in 2022.
- EQT focused on internal governance and operating models to fit the larger global scale.
- Talent Acquisition and DEI capabilities were added.

¹⁾ Key funds (incl. BPEA). Sum of the portfolio (i.e., not weighted, average, etc.).
²⁾ Includes all historic and active funds since inception excluding EQT Public Value and EQT Life Sciences.
³⁾ 2021 nominal GDP estimate; Source: Macroeconomics indicators EIU via SNL as of Feb 2022.

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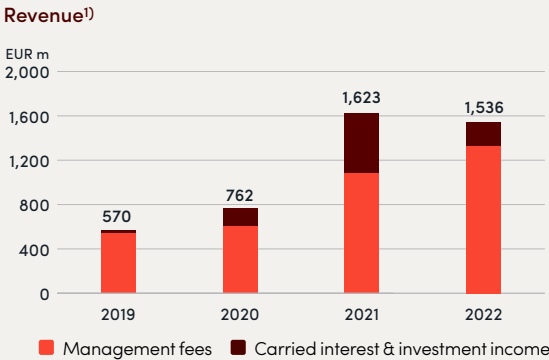
Towards our targets: Financial

The EQT AB Board has adopted the following medium to long-term financial targets over a fund cycle

01 Revenue growth

Total revenue growth over time to exceed the long-term growth rate of the private markets industry.

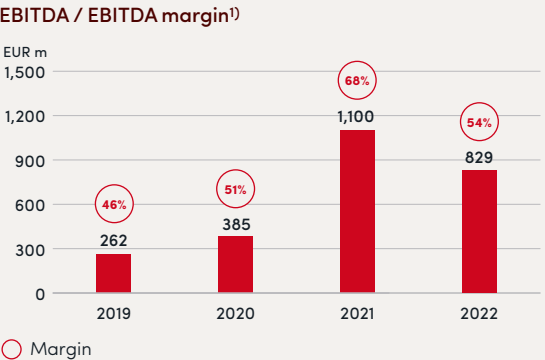
In 2022, adjusted total revenue decreased by 5%. Management fees increased by 22%, while carried interest decreased.



02 EBITDA margin

Adjusted EBITDA margin over time to be in the range of 55 percent to 65 percent.

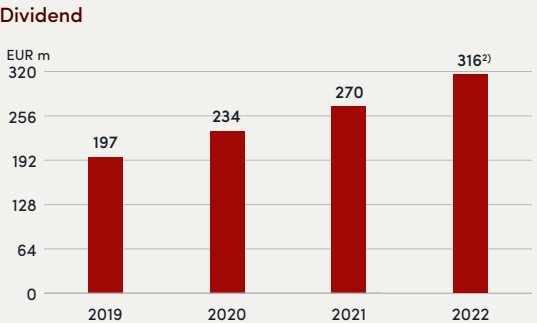
Adjusted EBITDA amounted to EUR 829m, corresponding to a margin of 54%. EBITDA decreased as a result of FTE growth during 2021 and 2022 and lower carried interest during the year.



03 Dividend policy

To generate a steadily increasing annual dividend in absolute Euro-denominated terms.

The Board has proposed an increased dividend per share of SEK 3.00 (SEK 2.80) for the fiscal year 2022, to be paid in two installments in 2023.



¹⁾ Adjusted figures.

²⁾ The Board has proposed a dividend of SEK 3.00 per share, corresponding to approximately EUR 316 million, using EUR/SEK rate 11.184 as of 31 December 2022 and based on the total number of shares outstanding as of 31 December 2022.

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Towards our targets: Sustainability

EQT's long-term sustainability ambitions:

01 Environmental

Regenerative processes

Respecting and restoring nature and adapting to climate change.

EQT AB Group

Path to Net Zero¹⁾

Reducing Scope 1 & 2 emissions by 50% by 2030

Year	2019 baseline	2020	2021	2022	2030 target
Scope 1 & 2 emissions (Metric tons CO ₂ e)	406	288	253	339	203

Reducing Scope 3 emissions from business travel by 30% by 2030

Year	2019 baseline	2020	2021	2022	2030 target
Scope 3 emissions (Metric tons CO ₂ e)	12,593	3,490	5,142	15,392	8,815

→ Read more in section Regenerative processes and Sustainability notes

02 Social

Equitable business

Ensuring equal rights and opportunities across all aspects of the business.

EQT funds²⁾

Path to Net Zero

8 of the EQT funds' portfolio companies received validated science-based targets (SBTs) during 2022

32 of the EQT funds' portfolio companies committed to set SBTs

34% share of total renewable electricity (2021)

Climate adaptation

Climate risks assessments strengthen within the portfolio

27.5m sqm real estate assets with climate risk assessments underway

→ Read more in section Sustainability notes

03 Governance

Accountable leadership

Integrate sustainability into decision-making, linking incentives and ensuring transparency.

Sustainability governance

- The Board of EQT AB established a Sustainability Committee to further strengthen the alignment between the Board and Management and to drive sustainable transformation.
- EQT AB became an official signatory of the United Global Compact (UNGC), a natural step to support and align with their Ten Principles.

€3.5bn in sustainability-linked financing

→ Read more in section Accountable leadership

Sustainability governance

- 95% of the EQT funds' portfolio companies have appointed board Sustainability Champions to ensure accountability
- 96% of portfolio companies have confirmed their adherence to UNGC's Ten Principles
- whereof: 27% of portfolio companies are formal signatories of the UNGC

€11.7bn in ESG-linked financing

→ Read more in section Accountable leadership

¹⁾ Current science-based target scope, excl. EQT Exeter and BPEA EQT. ²⁾ The metrics above cover EQT funds' portfolio companies within EQT Private Equity, EQT Future, EQT Infrastructure and BPEA VII, i.e. the investment strategies where EQT funds typically have control or co-control. Data represents averages from portfolio companies that up until 1 March 2023 had completed EQT's sustainability annual follow-up process for 2022.

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Private markets

EQT X

United Talent Agency

EQT Private Equity signed a strategic partnership with United Talent Agency, a leading global talent, entertainment and sports company, becoming its largest outside shareholder. UTA sits at the nexus of the media and entertainment sector, which benefits from long-term tailwinds. Value creation will focus on international expansion, enhancing digital capabilities, and growing the sports practice.



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Private markets outlook

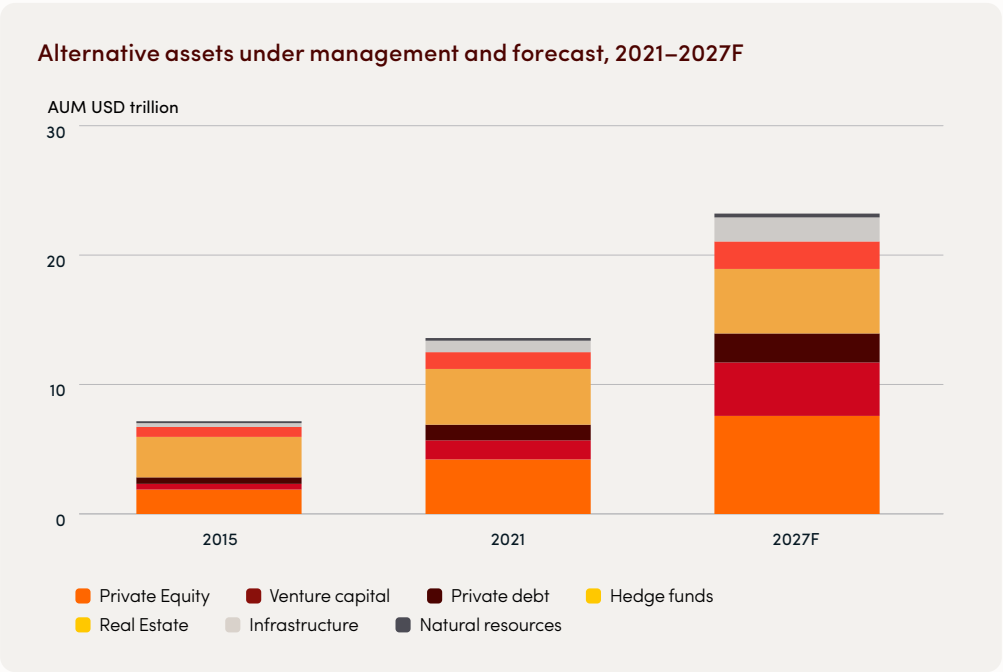
Private markets have experienced strong growth in AUM in recent years. The market is expected to grow further, supported by increasing allocations to private markets while companies remain private for longer.

Increasing allocations to private markets

Factors such as strong investment returns, diversification, and low correlation with public markets are driving an increase in allocations to the private markets globally. Preqin (Oct 2022) expects the private markets AUM to surpass USD 23 trillion by the end of 2027, up from USD 14 trillion by the end of 2021. Within asset classes, private equity, infrastructure and real estate are forecasted to grow at 10%, 13% and 8% CAGR, respectively during the period.

Outlook for 2023

In 2022, fewer realizations across private markets resulted in lower distributions to fund investors. At the same time, a decline in public markets resulted in certain investors being at or above target allocations to private markets. These factors may result in a slowdown in fundraisings until realizations pick up.



Source: Preqin, Pro. Data as of October 2022.

Forecasted CAGR for each asset class (Preqin)

10% Private Equity

13% Infrastructure

8% Real Estate

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EQT in the private markets

For almost three decades, EQT has delivered consistent and attractive risk-adjusted returns across multiple geographies, sectors and strategies.

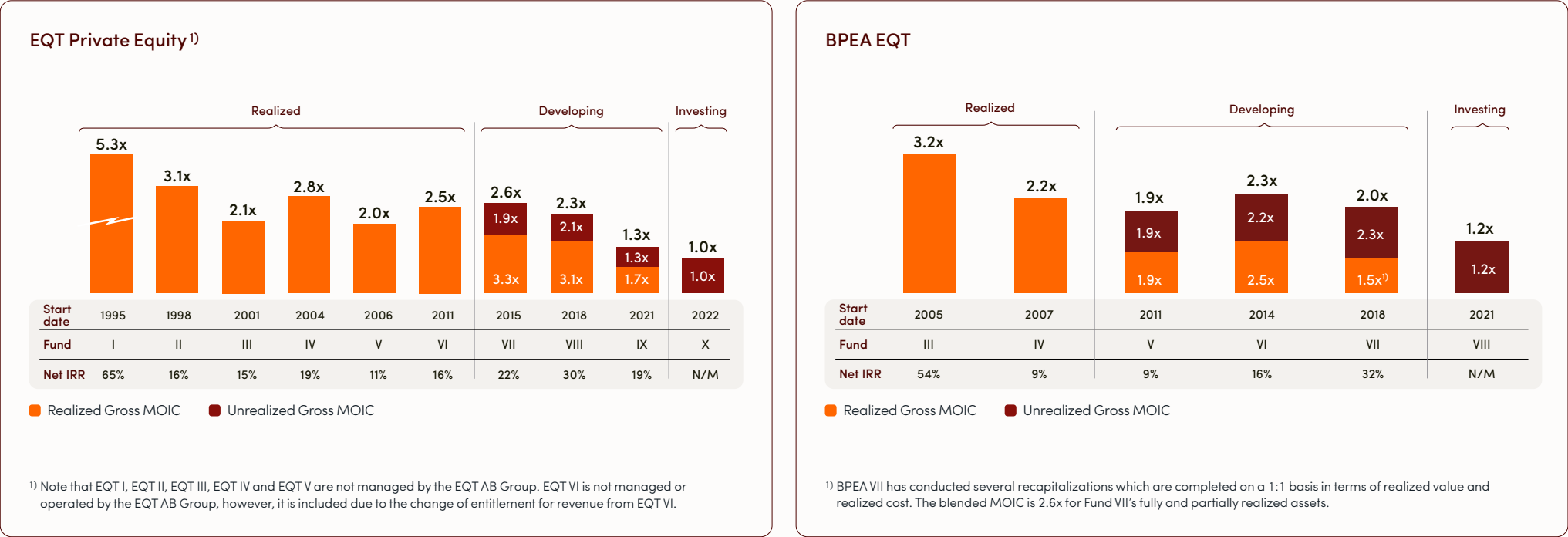
A strong, consistent track record

EQT has a track record of delivering attractive risk-adjusted returns to clients. Several EQT funds rank top decile or top quartile and have significantly outperformed public benchmarks.

Resilient returns through active ownership

As inflation and interest rates have been on the rise, EQT believes its approach to value creation, driven by transforming companies and assets through active ownership, could become relatively more important for investors as they seek to secure returns.

Performance across EQT’s business segment Private Capital since inception



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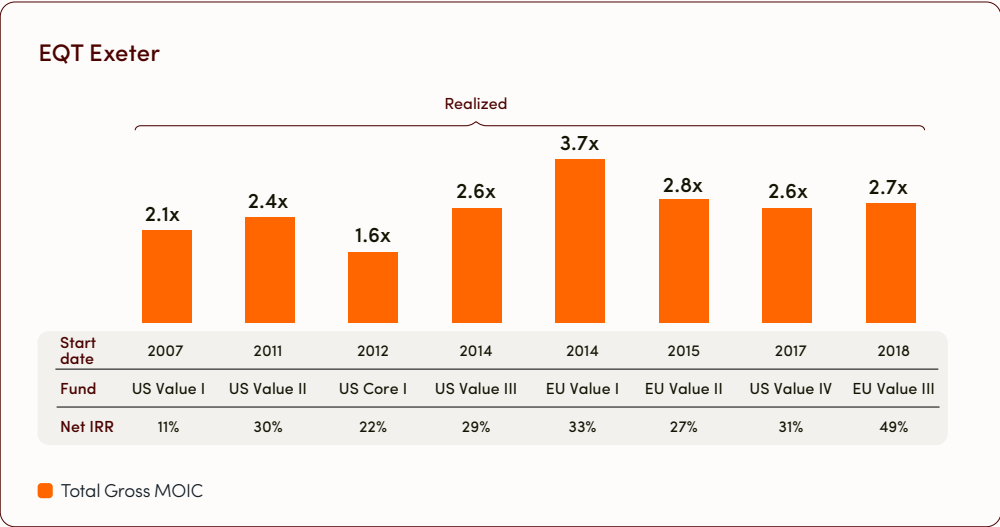
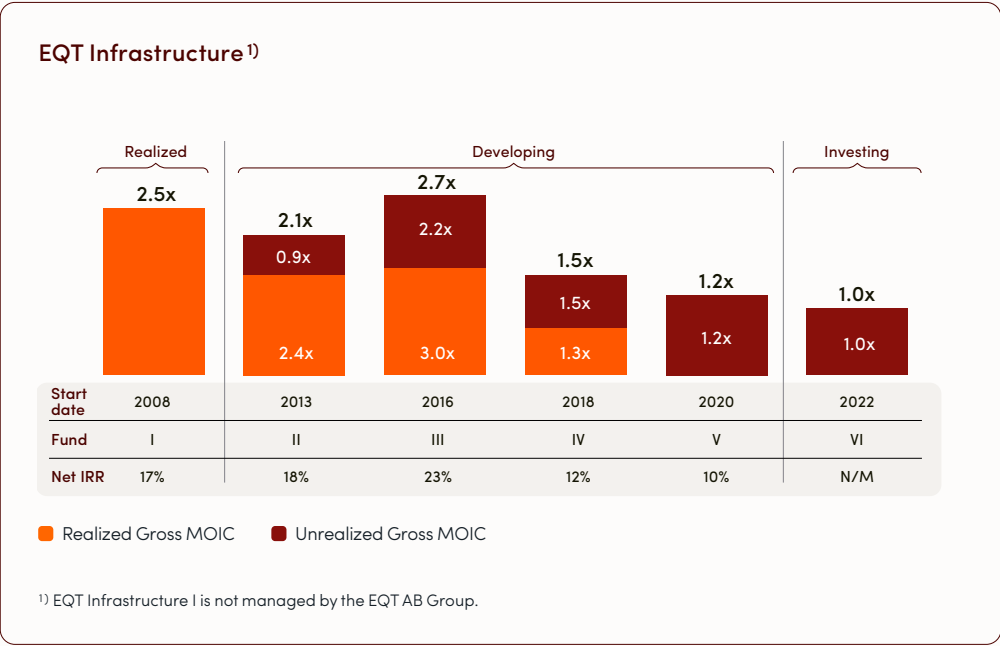
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Performance across EQT’s business segment Real Assets since inception



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EQT and its clients

EQT aims to be a long-term partner for its clients by continuously building stronger client relationships, pursuing compelling investment opportunities, broadening access to the EQT funds for a wider set of clients, while launching new strategies and successor funds in its existing strategies.

EQT’s clients invest in the EQT funds to meet long-term return targets

EQT’s clients include pension funds investing capital to meet future pension obligations, sovereign wealth funds responsible for its citizens’ savings, and families managing wealth for future generations. EQT is also growing its partnership with private clients, families, insurance companies, endowments, and foundations.

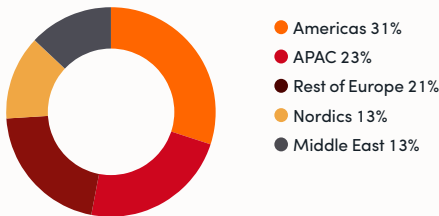
EQT has a track record of almost three decades of developing companies and assets. Having delivered strong returns for its clients, EQT has raised larger funds allowing clients to

increase their commitments to the EQT funds, and EQT has added new investment strategies to cater to its clients’ investment objectives.

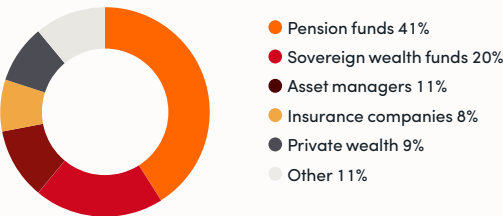
EQT’s diversified client base

With the combination with BPEA, approximately 100 new clients joined the EQT platform, and as of 31 December 2022, EQT had over 1,000 clients invested in active EQT funds. The EQT Client base is well diversified across client types and geographies. Today, no individual client represents more than 5 percent of EQT’s committed capital.

Commitments by client geography



Commitments by client type



In early 2023, Suzanne Donohoe joined EQT and the Executive Committee as Chief Commercial Officer (“CXO”).

Suzanne brings thirty years of experience to her new role, where she will lead a newly-formed platform, “EQT-Ext” and be responsible for EQT’s external commercial activities.

Together with her teams, Suzanne will be working to further strengthen the EQT brand, broaden our distribution channels, and deepen our client relationships.



Suzanne Donohoe
Chief Commercial Officer



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Fundraising highlights

Since EQT’s inception, the EQT funds have raised more than EUR 166 billion¹⁾.

2022 was one of EQT’s strongest fundraising years. EQT raised EUR 31 billion of commitments. This includes EUR 15.4 billion of closed out commitments in EQT X, which has a target fund size of EUR 20 billion. BPEA VIII held its final close at USD 10.5 billion, EQT Growth held its final close at EUR 2.2 billion, and EQT Ventures III held its final close at EUR 1 billion. EQT Exeter raised USD 7.5 billion in 2022, including for example EQT Exeter US Industrial Value VI and EQT Exeter Industrial Core Plus IV.

EQT has seen strong support from its clients for its most recent flagship funds. For example, ~90 percent of capital raised for EQT X in 2022 came from re-upping clients, and more than 70 percent chose to maintain or increase their commitments.

Going into 2023, EQT had more than EUR 50 billion of dry powder to deploy across funds.

Growing commitments to the EQT funds

EQT expects to grow commitments from both existing and new clients, while facilitating for private wealth clients to invest with EQT.



The Client Relations and Capital Raising team

EQT’s Client Relations and Capital Raising team are responsible for coordinating and driving all fundraising and client service-related activities. The overarching goal for the team is to support all EQT’s business lines and funds by building and maintaining strong client relationships. As EQT expands its business, the Client Relations and

Capital Raising team are constantly engaging with new clients to broaden the client base further. The team is also responsible for arranging EQT’s client events, such as the Annual Investors’ Meeting, Americas Investor Day, and Asia Pacific Investor Day.

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¹⁾ Includes EQT funds raised since inception, and all its recent combinations.

Strategy

EQT Private Equity

Envirotainer

Envirotainer enables access to life-saving pharmaceuticals and vaccines via reliable and efficient cold chain solutions, and is the global leader in active temperature control for air transportation of temperature-sensitive pharmaceuticals. With EQT Private Equity's support, Envirotainer will continue to drive growth in more mature markets, accelerate its expansion in APAC, and further invest behind new technology innovation, digitalization and sustainability.



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Six strategic pillars guiding EQT's strategy

EQT has established six strategic pillars to achieve its purpose, vision and mission.

01

Future-proof companies and make a positive impact with everything we do

EQT strives to be the most reputable investor and owner in line with its heritage, culture and values by applying the EQT Playbook: a thematic investment approach, being local-with-locals, a clear governance model, a strong network of industrial advisors, integrating sustainability throughout the investment and ownership period and driving digital transformations.

02

Generate superior risk-adjusted returns through thematic active ownership

EQT aims to generate superior risk-adjusted returns for its clients. The EQT Private Equity and EQT Infrastructure funds target a gross return of 2.0–2.5x and 1.7–2.2x respectively, on the invested capital over the life of the funds.

03

Solidify Europe, win North America and expand Asia

EQT will maintain its position as a European leader by scaling existing strategies and investing in selective strategic expansion. To win North America, EQT aims to further expand its platforms by raising and investing more capital in the region. In Asia, EQT will scale its Private Capital platform beyond Private Equity, build its Real Estate platform and expand Infrastructure over time.

04

Become the global leader in Infrastructure, a global leader in Private Capital and a global top-3 player in Real Estate

EQT aims to continue to deliver strong risk-adjusted returns to further solidify its market-leading position in its existing strategies, while selectively moving into adjacent strategies that are additive to the overall platform, and where EQT has a clear path to success.

05

Increase the scaling speed of our operating and distribution platform to serve our key stakeholders (clients and shareholders)

EQT continuously strengthens its operating platform to be client centric, end-to-end accountable, and continues to develop scalable and efficient solutions, thereby enabling EQT's existing and new strategies to scale.

06

Stay ahead on culture, talent management and leadership

EQT continuously invests in its culture, values and training programs to ensure that it nurtures and develops its ability to attract, retain and develop the best talents.

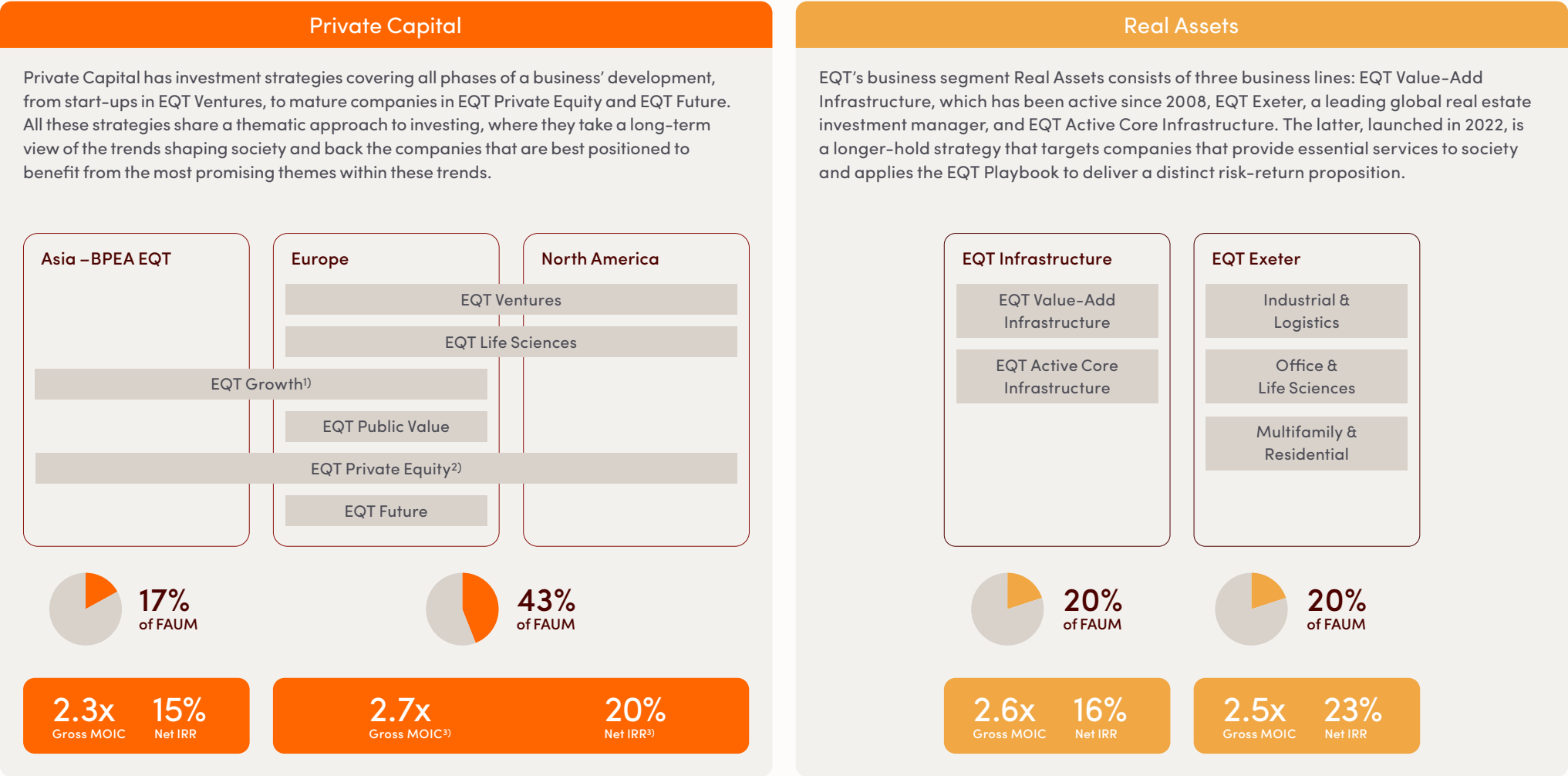
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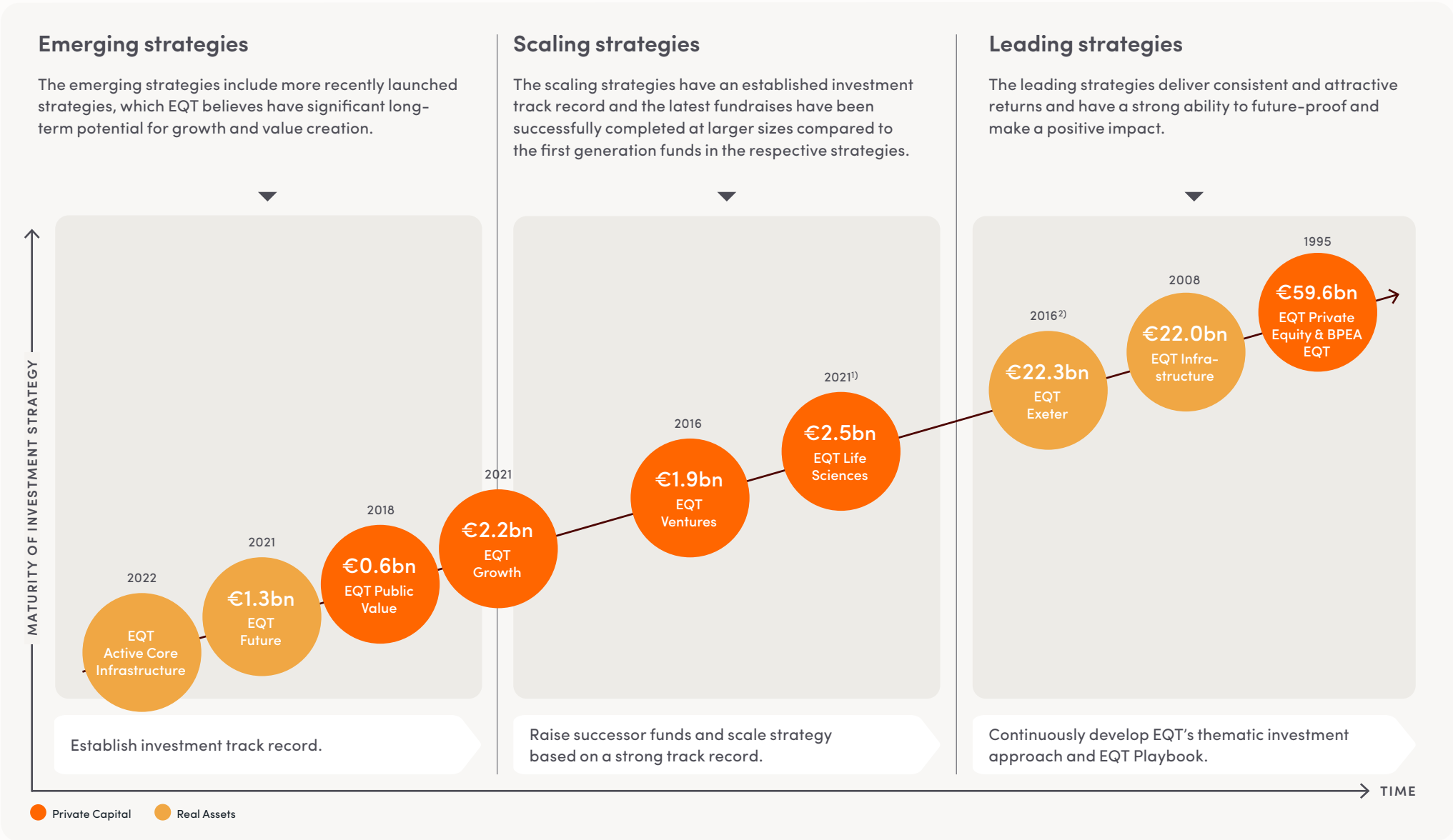
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A diversified global platform, focused on active ownership strategies

EQT invests from start-up to maturity across two business segments, Private Capital and Real Assets. Having combined with BPEA, EQT is a global leader in active ownership strategies, diversified across sectors and geographies.



With consistent and attractive returns, EQT can scale its strategies over time



¹⁾ EQT acquired Life Sciences Partners in February 2022, creating a separate business line EQT Life Sciences
²⁾ EQT launched its business line Real Estate in 2016. Exeter was founded in 2006 and acquired by EQT in 2021.

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Expanding EQT’s palette of active ownership strategies

EQT sees the potential to broaden its palette of active ownership strategies, always with a focus on delivering superior returns for its clients. Over time, EQT could expand its strategies with funds focused on specific investment themes, geographies or expand its ability to support companies from early stage to maturity.



Using EQT AB Group’s balance sheet to support growth

With the IPO in 2019, EQT AB Group strengthened its balance sheet to facilitate the acceleration of the Group’s growth of new and existing investment strategies. In 2020, EQT established a revolving credit facility (RCF); in 2021 and in 2022, EQT issued sustainability-linked bonds, totalling EUR 2 billion, providing additional financial flexibility for the Group. EQT’s has actively used its balance sheet to drive growth, both through acquisitions and by supporting new strategies.

EQT AB’s balance sheet

M&A

- Exeter
- Life Sciences Partners
- Bear Logi
- Redwood Capital Group
- BPEA

Examples of new strategies

- EQT Growth
- EQT Future
- EQT Active Core Infrastructure

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EQT Exeter is growing as part of the EQT platform



With the combination with Exeter in 2021, EQT accelerated its strategic growth ambition within Real Estate, creating a scaled investment platform with global reach.

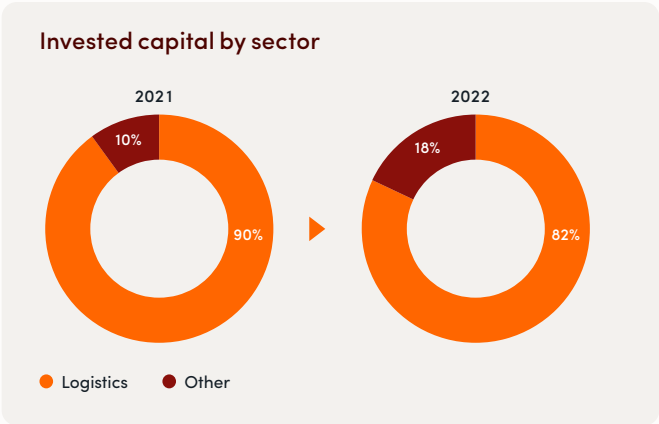
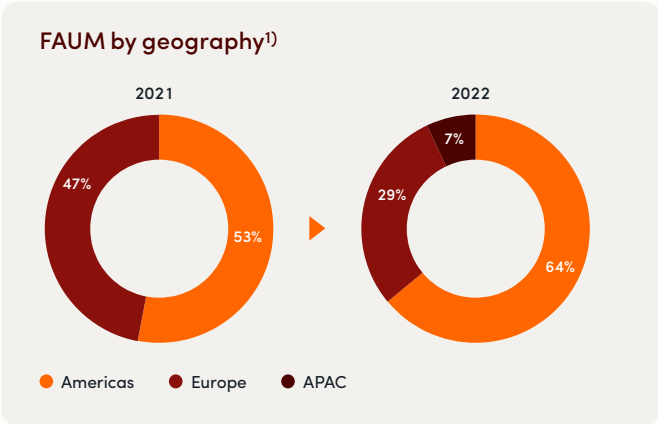
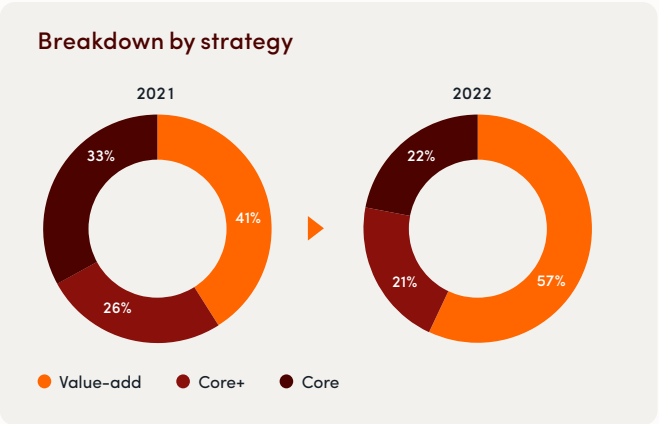
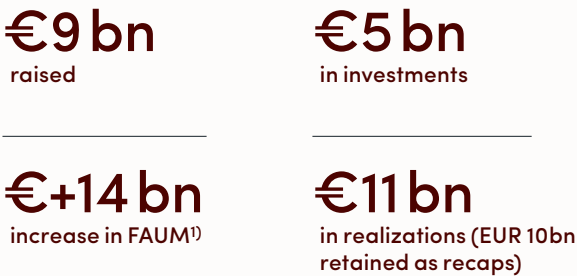
EQT Exeter
EQT Exeter is one of the world’s largest and best performing real estate investment managers. EQT Exeter acquires, develops and manages high-quality properties to deliver superior real estate solutions for its tenants and thus seeks to generate market-leading returns for its investors.

The combined platform
The combination with EQT allowed Exeter to continue its track record as a top performing real estate investment manager, while utilizing synergies to improve investment performance further for the combined platform, benefiting from EQT’s integrated approach to digitalization and sustainability. The combination also enhanced EQT’s ability to provide investors with more diverse investment offerings.

Well-positioned in an uncertain market
The real estate market experienced uncertainties in 2022, with higher inflation, higher interest rates, and global supply chain disruption. While the market environment also impacts EQT Exeter, external factors are mitigated by Exeter’s focus on sectors with long term demand drivers in markets with more robust demand and supply fundamentals, as well as the significant number of exits made in 2021.

Near term priorities
The focus for the near future is to take advantage of the repriced investing market with the significant dry powder, expand in sectors such as multifamily and Asia, and maintain performance.

Since combination²⁾



¹⁾ Including BPEA real estate funds for 2022.
²⁾ From announcement to 31 December 2022.

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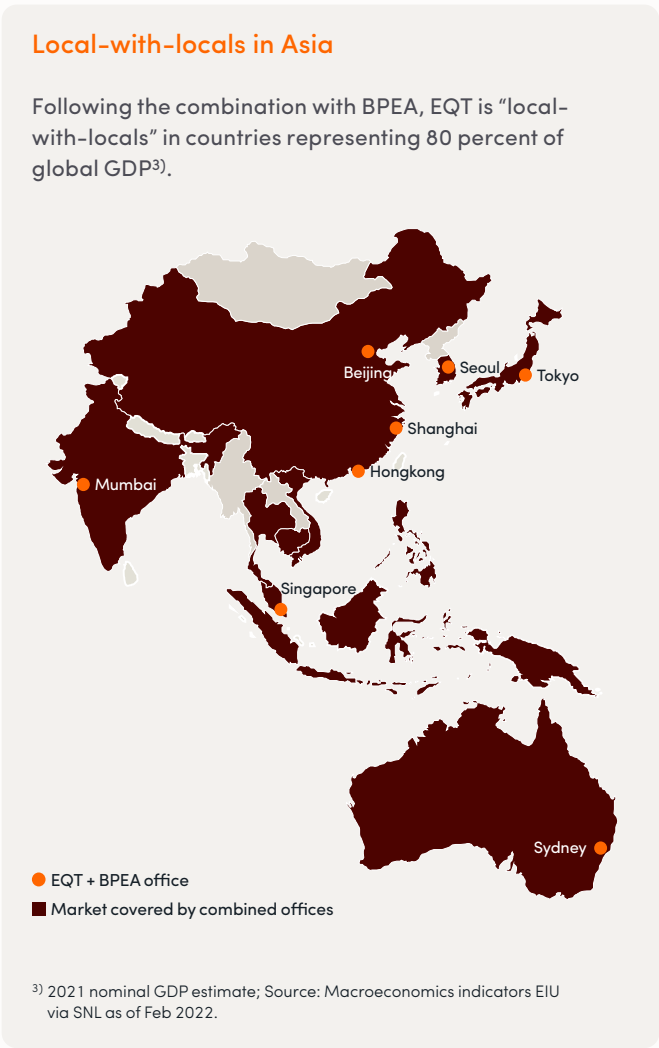
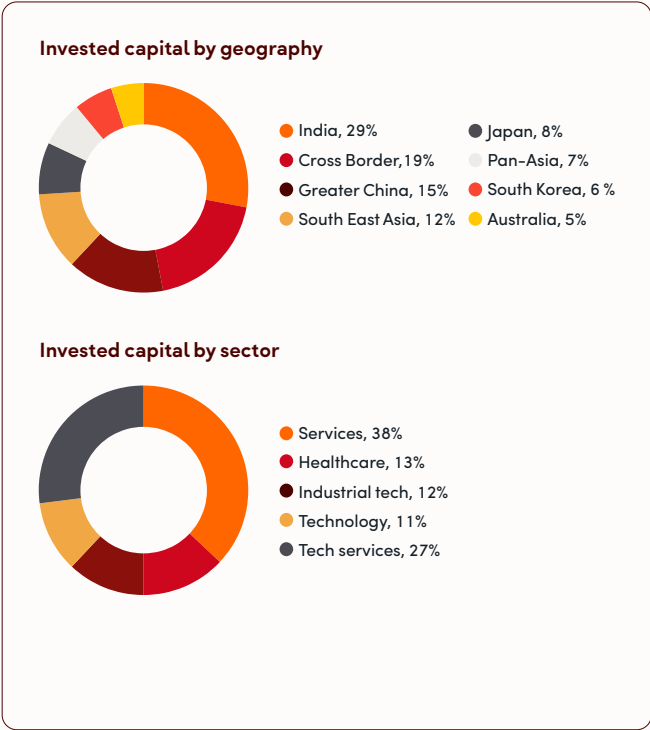
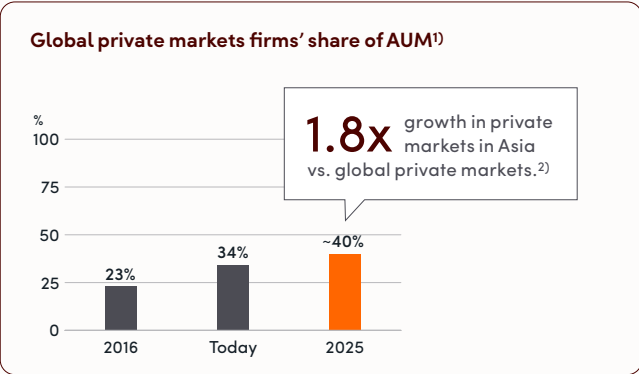
BPEA EQT – a scaled active ownership platform in Asia



The combination with BPEA provided a step-change to EQT’s presence in Asia, and positions EQT to execute on the structural growth opportunity in Asian private markets.

Increased economic growth coupled with growth potential in private markets
With over half of the world’s population, the Asian market is on track to represent the majority of the global GDP by 2040. Of the 2.4bn new members that are entering the global middle-class, 90% live in Asia. Growth in private markets remains strong, with the Asian private markets industry growing faster than global private markets.

An integrated team
Together, BPEA EQT now has integrated teams across countries and sectors with extensive knowledge of local markets with on-the-ground sourcing and execution capabilities. In addition, BPEA EQT has a strong network of advisors focused on the Asian market. A market that is expected to outgrow global private markets, and EQT believes it will be a key contributor to EQT delivering strong longterm returns for its clients.



Source: United Nations Population Division estimates, World Bank, World Health Organization, IMF.
¹⁾ Source: Preqin.
²⁾ 2020–2025 CAGR. Source: Preqin.

³⁾ 2021 nominal GDP estimate; Source: Macroeconomics indicators EIU via SNL as of Feb 2022.

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EQT AB – the listed entity and its revenue model

EQT Infrastructure VI

Madison Energy Investments

EQT Infrastructure acquired¹⁾ Madison Energy Investments ("MEI"), a US-based developer, owner and operator of solar and energy storage projects. EQT Infrastructure will support MEI's next phase of growth by providing access to growth capital to accelerate the deployment of distributed solar and storage assets, offering EQT's in-house digital expertise to further digitize the organization, and expanding MEI's customer base.

¹⁾ The transaction has not yet closed.

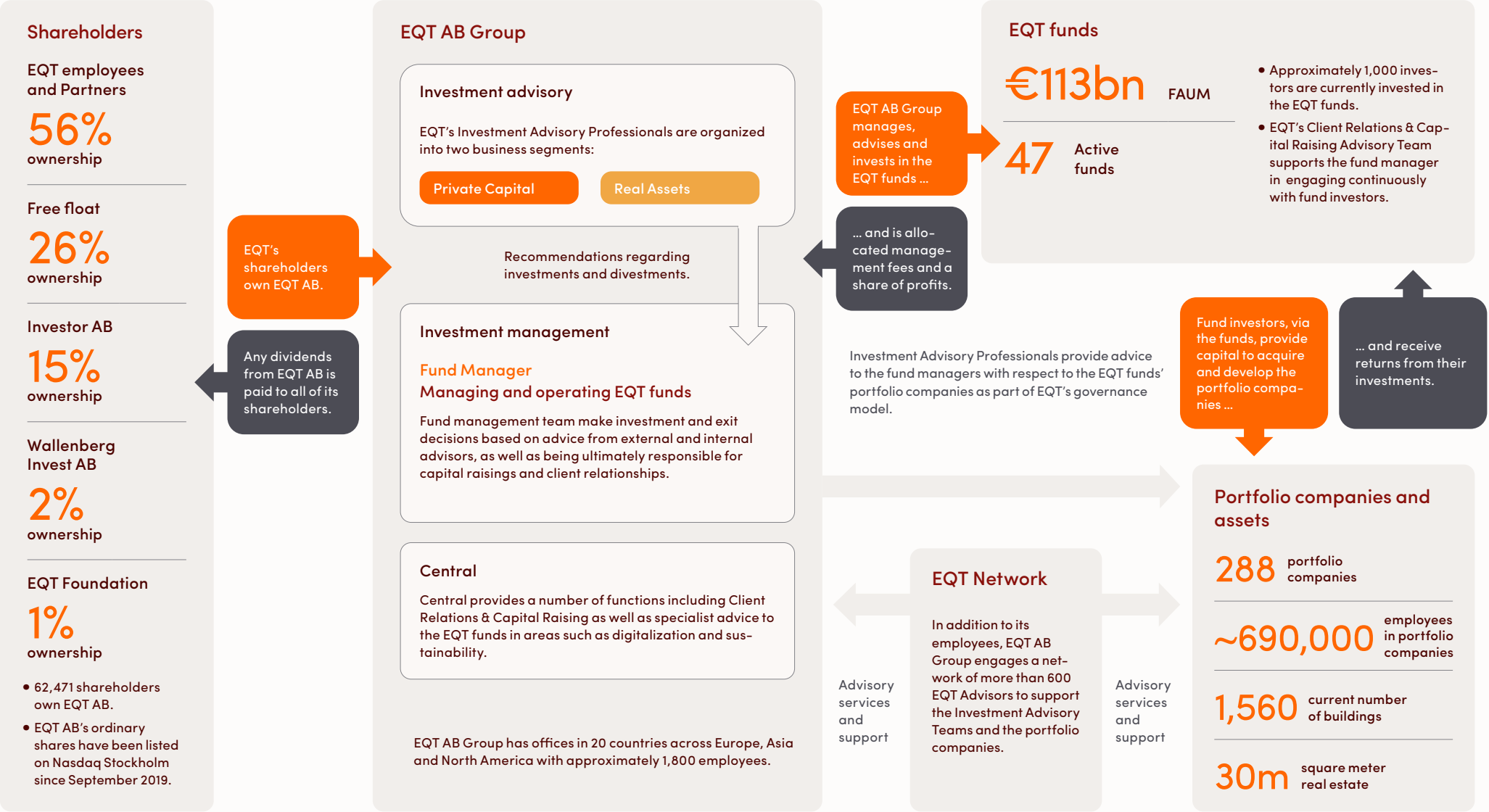


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EQT AB Group – the listed entity



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Explaining management fees

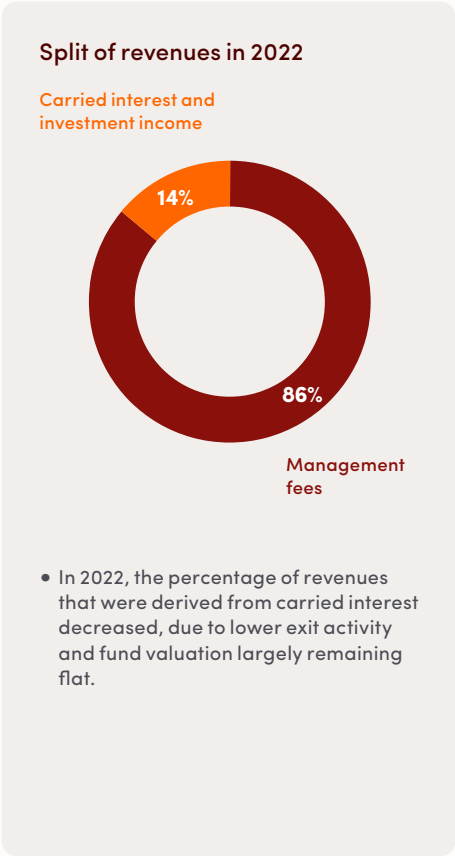
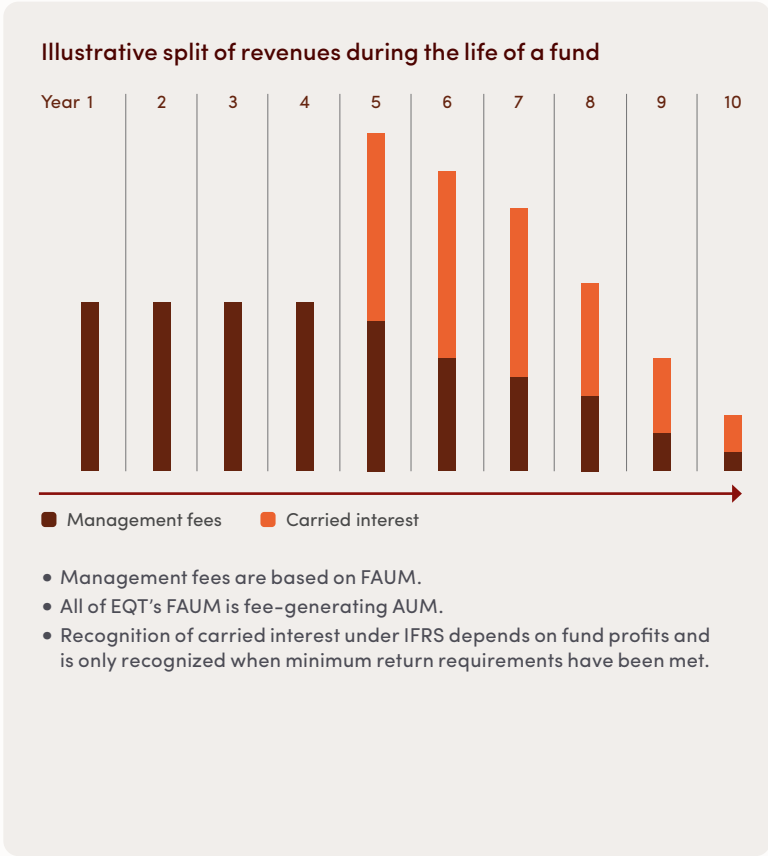
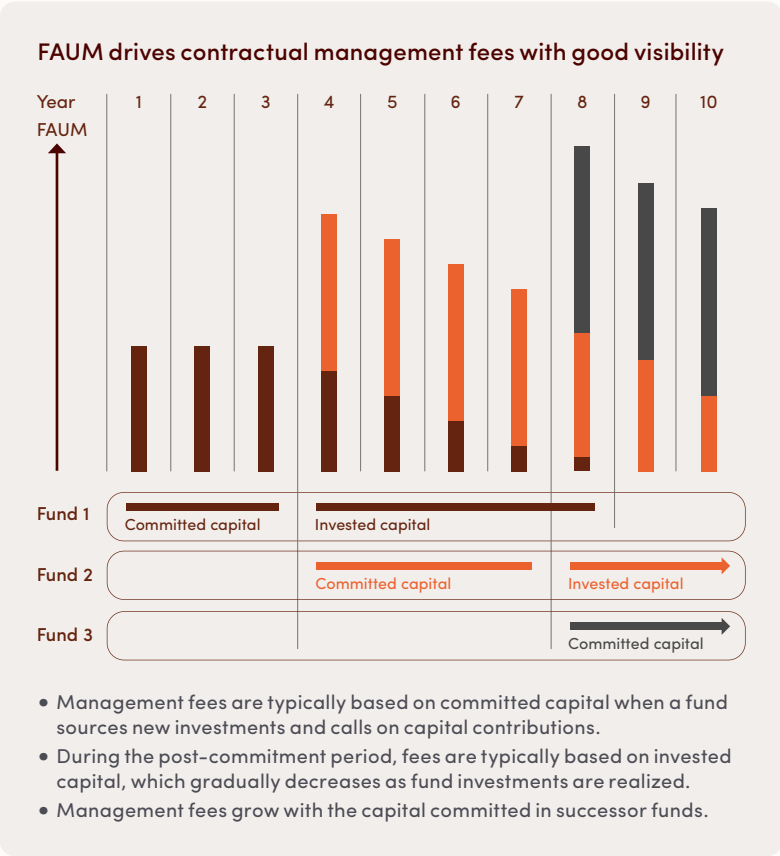
A typical EQT fund life can be divided into two phases, a commitment period and a post-commitment period. The commitment period for a fund represents the time when the relevant EQT fund sources investments and calls on capital contributions from the fund investors to finance the acquisition of the fund investments. During the commitment period, the management fee is normally calculated as a percentage of commitments to the fund.

An EQT fund normally enters the post-commitment period at the end of a set period of time, or once approximately 80–90 percent of total commitments are invested and a successor fund is activated. During the post-commitment period, management fees are normally calculated on the invested capital. As an EQT fund realizes investments, the fund’s invested capital will decline and the management fees will therefore decline in absolute terms, as more and more of the fund’s investments are realized.

When fundraising has been completed, no further commitments are accepted, meaning the EQT funds are normally closed-ended. Management fees typically do not depend on underlying market valuations.

Management fee generation is supported by increasing the size of successor funds, as well as developing and scaling new business lines.

EQT AB Group is typically also entitled to a share of fund profits, so-called carried interest (see next page).



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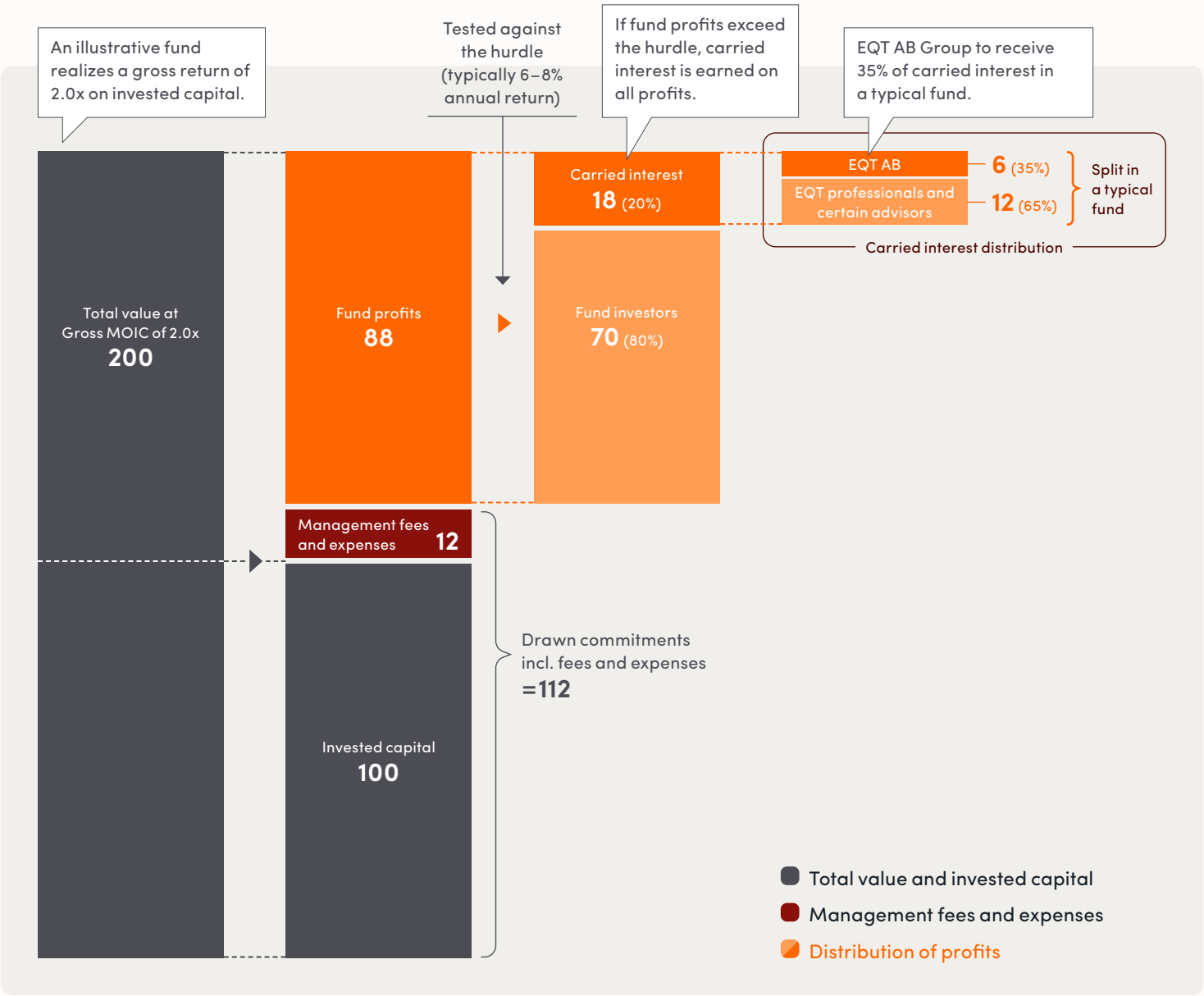
Explaining carried interest

Carried interest aligns interests between EQT AB Group, the Group’s Investment Advisory Professionals and the fund investors through profit-sharing.

EQT AB Group, the Investment Advisory Professionals and other potential Carried Interest Participants invest in the EQT funds through a Special Limited Partner (SLP). In return, the carried interest participants are entitled to receive carried interest and investment income.

Subject to the relevant fund’s profits exceeding a certain minimum return to fund investors (“hurdle rate”), typically between 6–8 percent annual return, profits are normally split 80 percent to fund investors and 20 percent to Carried Interest Recipients as of which EQT AB Group would normally be entitled to 35 percent of the carried interest.

The amount is variable and fully dependent on the performance of the relevant EQT fund.



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Business overview

EQT Ventures

Nothing

Nothing is a consumer tech company on a mission to remove barriers between people and technology by crafting intuitive, flawlessly connected products that improve everyday lives. EQT Ventures led its Series B funding round, which will be used to create new product categories in partnership with Qualcomm Technologies and grow operations at its new London Design Hub.

NOTHING (R)



phone (1)



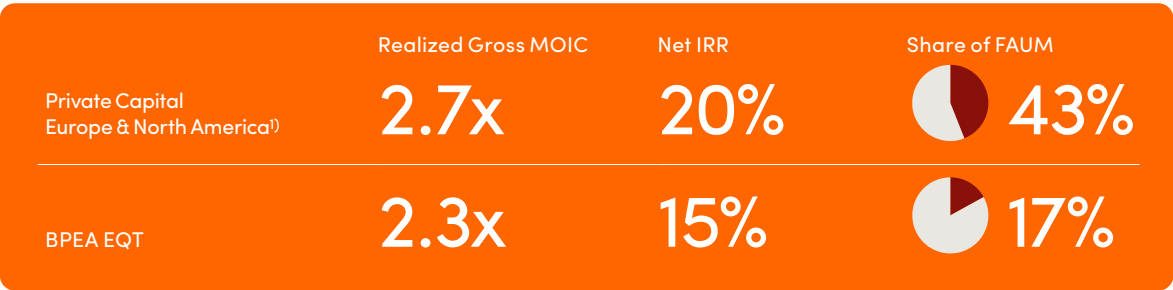
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Private Capital

Private Capital is EQT’s largest business segment with EUR 68bn of FAUM. Following the combination with BPEA, the business segment Private Capital now has two divisions, EQT Private Capital Europe & North America and BPEA EQT.



Private Capital’s Investment Advisory Professionals are based in the following cities



Amsterdam	London	Munich	Singapore
Beijing	Los Angeles	New York	Stockholm
Berlin	Luxembourg	Oslo	Sydney
Copenhagen	Madrid	Paris	Tokyo
Helsinki	Milan	San Francisco	Zurich
Hong Kong	Mumbai	Shanghai	



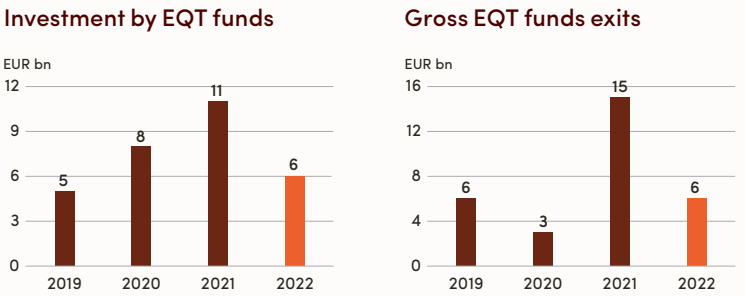
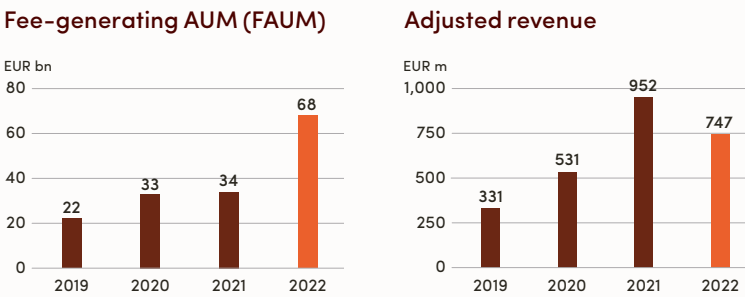
Per Franzén
Head of Private Capital Advisory Europe & North America team and Deputy Managing Partner



Jean Eric Salata
Head of BPEA EQT and Chairperson of EQT Asia

¹⁾ Includes all historic and active funds since inception excluding EQT Public Value and EQT Life Sciences.
²⁾ Data for current Gross MOIC reflects only closed investments and realizations. For Infrastructure funds, “On Plan” refers to expected Gross MOIC between 1.7 and 2.2x.

4 Portfolio companies with validated science-based targets → Read more in section Regenerative processes



Valuation – Key funds

	Gross MOIC		Expected Gross MOIC
	31 Dec. 2021	31 Dec. 2022	
EQT VII	2.8x	2.6x	Above plan
EQT VIII	2.6x	2.3x	Above plan
BPEA VII	2.0x	2.0x	Above plan
EQT IX	1.4x	1.3x	On plan
BPEA VIII	–	1.2x	On plan
EQT X	–	1.0x	On plan

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Thematic investment approach – Private Capital

EQT’s business segment Private Capital uses a thematic investment approach combined with deep sector expertise, focused on leading non-cyclical companies.

Themes

Climate & Nature

Health & Wellbeing

Inclusion & Equality

Resilience & Transparency

Our Connected World

The Modularization of Technology

Distributed ownership & Decentralization

Sectors and sub-sectors

Healthcare

- MedTech
- Life Science Tools / Dx
- Specialized Service Providers
- Specialty Pharma
- Pharma Services
- Healthcare IT

Examples

Recipharm

sptlabtech

3shape

TRIOS Ready

Cerba HealthCare

parexel

IVC EVIDENSIA

Technology

- Software
- Fintech
- Consumer internet
- Digital Media & Content

Examples

thinkproject

idealista

zooplus

Storable

IFS

ardoq

Services

- Compliance Services
- Human Capital Management
- Financial Services
- Distribution and Network Services

Examples

BEIJER REF

Anticimex

azelis

Magnit

The Evolution of Work

RECOVER NORDIC

cfc

Industrial Tech

- Clean Tech
- Food Tech
- Circular Economy & Sustainable Materials
- Automation / IoT
- Building Tech

Examples

oterra

ALTUS Intervention

Heart Aerospace

DELLNER

einride

AutoStore

Example investment

EQT fund | EQT IX

Investment | Oterra – a global market leader in the development and manufacturing of natural coloring ingredients for food and beverages.

Thematic angle | The global market for natural coloring ingredients is large and growing, supported by increasing consumer awareness around health and the environment, the ongoing transition from synthetic components to natural ingredients, and demand for sustainable and plant-based food.

Value creation plan | EQT plans to support Oterra in strengthening its digital infrastructure, sustainability capabilities and supply chain setup. Oterra is expected to leverage on EQT’s expertise within digitalization and sustainability, and the EQT Network, which possesses significant experience from developing ingredient companies.



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Private Capital’s seven business lines

EQT Ventures

Focus: Fast-growing, technology-driven start-ups

Investment range			€2–50m
No. of portfolio companies	No. of Investment Advisory Professionals	FAUM	
84	27	€1.9bn	

EQT Ventures pursues an early-stage strategy, partnering with the most ambitious and boldest founders in Europe and the US. The business line has dedicated investment advisors stationed in Stockholm, London, San Francisco, Berlin and Paris. Fuelled by experienced company builders and scalers, EQT Ventures helps the next generation of entrepreneurs with the capital and hands-on support needed to build global winners.

EQT Growth

Focus: Investing in Europe’s technology champions at the point they are beginning to scale

Investment range			€50–200m
No. of portfolio companies	No. of Investment Advisory Professionals	FAUM	
5	16	€2.2bn	

EQT Growth supports strong management teams of fast-growing technology companies as they take the next step to scale, investing behind long-term macro trends within four primary tech sub-sectors: Enterprise, Con/Prosumer, Health, and Climate. It aims to unleash sustainable growth in its portfolio through its thematic investment strategy, strong local presence, growth-stage expertise, and active ownership approach.

EQT Life Sciences

New business line

Focus: Innovative companies with strong scientific rationale across several life sciences strategies

Investment range			€10–60m
No. of portfolio companies	No. of Investment Advisory Professionals	FAUM	
58	24	€2.5bn	

In February 2022, EQT completed the acquisition of Life Sciences Partners, LSP, a leading European life sciences venture capital firm. Now part of the Private Capital business segment, EQT Life Sciences enhances EQT’s ability to drive positive social impact in the healthcare industry and future-proof companies that can advance life science research through cutting-edge technology.

EQT Public Value

Focus: Publicly-listed, mid-market companies in Northern Europe

Market cap			up to €5.0bn
No. of portfolio companies	No. of Investment Advisory Professionals	FAUM	
11	18	€0.6bn	

EQT Public Value is a European constructivist investor operating in the mid-cap space, creating sustainable long-term value through purpose-driven and thematic investments. The EQT Public Value strategy targets strong influence positions in Northern European mid-market companies within the Healthcare, Technology, Services and Industrial Technology sectors, where EQT has significant experience and extensive networks.

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Private Capital’s seven business lines, cont.

EQT Private Equity

Focus: Large-cap and mid-cap investments

Investment range			€125m–1.5bn
No. of portfolio companies	No. of Investment Advisory Professionals	FAUM	
60	131	€40.6bn	

EQT Private Equity focuses on supporting companies in the Healthcare, Technology, Services and Industrial Technology sectors. The team’s operational approach and local-with-locals presence, combined with an ability to see what is “beyond the obvious” in terms of growth potential, industry consolidation or structural change, positions it to best identify investment opportunities and monitor EQT funds’ portfolio companies’ development.

BPEA EQT

New business line

Focus: Buyouts and active capital to grow companies in the Asia Pacific region

Investment range			\$250–750m
No. of portfolio companies	No. of Investment Advisory Professionals	FAUM	
43	105	€19.0bn	

With a top-down thematic origination model and value creation centered around active ownership and transformation, BPEA EQT is uniquely positioned to identify and source compelling investment opportunities across Asia. The team focuses on driving operational value creation through a systematic and continuously evolving value creation playbook centered around active ownership and the ambition to create sustainable, industry-leading businesses across our core sectors.

EQT Future

Focus: Market leading companies with industry shaping impact potential

Investment range			€400m and above
No. of portfolio companies	No. of Investment Advisory Professionals	FAUM	
1	13	€1.3bn	

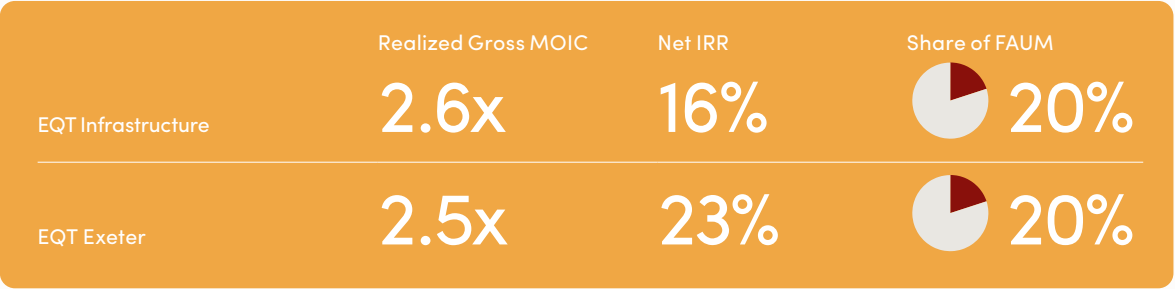
EQT Future invests in two overarching themes: Climate & Nature and Health & Wellbeing. It backs mature, market-leading, high-profitability and cash-generating businesses that better our world through the products and services they deliver, while having the potential to shape industries. EQT Future layers new approaches – such as its proprietary Impact Toolbox and dedicated external advisory group, the Mission Board – on top of EQT’s existing expertise and experience to drive sustainable transformation, at scale.

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Real Assets

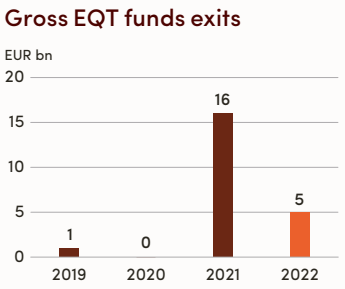
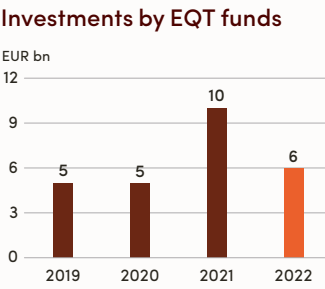
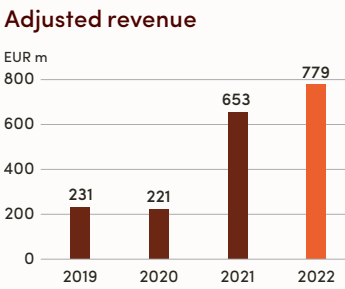
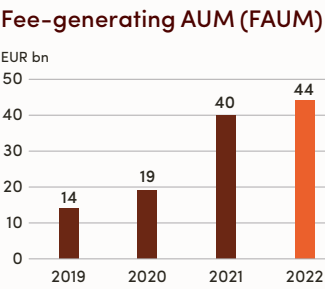
Since its establishment in 2008, the Real Assets segment has grown to EUR 44bn in FAUM. Real Assets comprises three business lines: EQT Value-Add Infrastructure, EQT Active Core Infrastructure and EQT Exeter. The funds pursue infrastructure and real estate investments across Europe, North America and Asia Pacific.



¹⁾ Data for current Gross MOIC reflects only closed investments and realizations. For Infrastructure funds, "On Plan" refers to expected Gross MOIC between 1.7 and 2.2x.

²⁾ EQT Exeter's 15 largest offices by headcount.

4 Portfolio companies with validated science-based targets → Read more in section Regenerative processes



Valuation – Key funds

Performance of selected funds¹⁾

	Gross MOIC		Expected Gross MOIC
	31 Dec. 2021	31 Dec. 2022	
EQT Infrastructure II	2.2x	2.1x	On plan
EQT Infrastructure III	2.7x	2.7x	Above plan
EQT Infrastructure IV	1.4x	1.5x	On plan
EQT Infrastructure V	1.0x	1.2x	On plan
EQT Infrastructure VI	–	1.0x	On plan

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Thematic investment approach – EQT Infrastructure

EQT Exeter seeks to identify infrastructure companies that provide an essential service to society, have long-term stable or growing underlying demand, predictable cash flows and an asset based, contracted and well protected business model.

Sectors

Environment & Climate

People & Society

Sustainable Growth & Equality

Themes

Digital

- Fast & Reliable Connectivity
- Cloud Adoption
- Edge & Latency-Limitations
- Internet of Things, IoT
- Network Sharing

Examples

melita

Deutsche Glasfaser

edgeconnex

tampnet

GlobalConnect

Fiberklaar

Energy & Environmental

- Resource Efficiency
- Circular Economy
- Energy Transition
- Electrification
- Decentralization
- Decarbonization

Examples

COVANTA

saur

G2 POWER

SOLAR PACK

INSTAVOLT

CYPRESS CREEK

Transport & Logistics

- Sustainable Supply Chains
- Accessible Mobility
- E-Commerce
- Connectivity
- Automation

Examples

FIRSTstudent

Parkia

MOLSLINJEN

DCLI

unilode

TORGHATTEN

Social

- Healthcare Consumerization
- Changing Demographics
- Health & Wellbeing
- Global Population Growth

Examples

Charleston

COLISEE

evidia

ICON

LEVANDE

metlifecare

Example investment



EQT fund

EQT Infrastructure IV

Investment

Deutsche Glasfaser – pioneering “fiber-to-the-home” (FTTH) roll-out in rural areas in Germany.

Thematic angle

Germany is one of the most attractive growth markets for fiber in Europe as the penetration rates are significantly lower than in other countries. Demand for bandwidth is expected to increase strongly driven primarily by rising data volumes and the growth of video streaming.

Value creation plan

Continue rolling out a large-scale FTTH network that is expected to bring high-speed internet connectivity to 6 million rural and sub-urban German households by 2030, which represents a significant share of the German government’s plan to provide universal Gigabit internet access.

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Thematic investment approach – EQT Exeter

EQT Exeter acquires, develops, and manages logistics, office, life science, and residential real estate properties that meet the changing needs of tenants based on logistical, commercial, and demographic trends.



Themes

- Tenant-centric philosophy
- Local-with-locals
- Leveraging Exeter’s legacy
- Vertical integration
- In-house leasing
- High volume, small cap deals

Sectors

Industrial & Logistics

Consumption and e-commerce growth in combination with global supply chain expansion.



Office & Life Sciences

Repriced assets from paradigm shifts in demand patterns and R&D economic drivers.



Residential

Meds, Eds, and Tech investments in target markets and reconfiguration of housing demand.



Example investment



In 2021, EQT Exeter completed a 6.6 million square meter portfolio sale. The portfolio was comprised primarily of logistics properties that serve the supply chains of major corporations, including facilities for regional distribution, e-commerce, and last mile distribution. EQT Exeter mobilized its deep local market knowledge and expansive industry relationships to assemble the portfolio through more than 100 transactions executed over three years. These investments were made on behalf of industrial value fund investors who sought growth in value through development and leasing activities. Differentiated by its fully in-house execution of property design, development, and leasing, its vertical integration allowed EQT Exeter to add significant value, raising occupancy from 55% initially to 95% at sale.

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EQT Value-Add Infrastructure

Focus: Infrastructure businesses that provide essential services to society with potential for operational value creation

Investment range			€500m–1.0bn
No. of portfolio companies	No. of Investment Advisory Professionals	FAUM	
26	111	€22.0bn	

The Infrastructure Advisory Team seeks to identify equity investments in infrastructure companies that provide an essential service to society, are recession resilient, have secure cash flows and offer inflation protection. The focus is on companies actively managing energy, transport & logistics, environmental, digital and social infrastructure.

Several types of opportunities are evaluated by the investment advisory team, including standalone operating infrastructure companies, infrastructure assets that have evolved into corporate orphans, and government privatizations. Ideal investment targets are operating companies in industries with regulated infrastructure, concession-based infrastructure, market-driven infrastructure or infrastructure-related services.

EQT Active Core Infrastructure

New business line

Focus: Longer-hold strategy with focus on downside protection and a distinct risk-return proposition

Investment range			€500m–1.0bn
No. of portfolio companies	No. of Investment Advisory Professionals	FAUM	
N/A	16	N/A	

EQT Active Core Infrastructure will target companies that provide essential services to society and offer a distinct and attractive risk-return proposition based on stable cash yield generation, inflation protection, low volatility, and pursuit of longer-term value creation opportunities.

The EQT Active Core Infrastructure fund’s deal selection will be based on a sustainability framework designed to deliver positive impact and mitigate the long-term risk of business model disruption in its portfolio. Investment opportunities will be sourced across three sustainability themes; (i) climate & environment; (ii) people & society; and (iii) sustainable growth & equality.

EQT Exeter

Focus: Value-add, Core+ and Core real estate investment opportunities

Investment range			\$25–300m
Current number of buildings	No. of Real Estate Professionals	FAUM	
1,560	439	€22.3bn	

EQT Exeter was created through the combination of EQT’s real estate business and Exeter Property Group in 2021. EQT Exeter focuses on acquiring, developing and managing logistics/ industrial, office, life science and residential properties. EQT Exeter is a hands-on operator, combining local execution and global scope to deliver superior real estate solutions to tenants while providing investment partners with some of the industry’s leading and most consistent value-add, core-plus and core returns, as proven against prominent global benchmarks.

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EQT’s operating platform

EQT is continuously working to future-proof and scale its operating platform. With the capacity to efficiently support the Group’s growth ambitions across current and new geographies and strategies, EQT’s operating platform is a critical part of EQT’s strategy and a key source of competitive advantage and differentiation.

The operating platform enables the Group to efficiently launch new funds, expand strategies and enter new geographies and markets. It allows the organization to draw on resources during the investment and ownership phase, to focus on advising on transactions and support in developing the investments.

“In 2022, our focus for the operating platform has been on the digital client experience and efficiencies in fund reporting. In 2023, we will focus on creating a truly scalable operating platform for the future, driving efficiencies across end-to-end processes that span the entirety of EQT across clients, deals, funds and employees.”

Christina Drews
COO



EQT’s operating platform

Central Functions’ Specialist teams¹⁾

Includes a variety of functions, such as: Legal, Risk & Control, HR, Business Development, Group Finance, and Communications.

Client Relations and Capital Raising

The CR team supports all of EQT’s business lines and funds to build and maintain strong client relationships. The team is responsible for coordinating, and supporting Fund Management in driving all fundraising and client-related activities.

Digital

Provides cutting-edge digital tools and solutions and supports EQT and the EQT funds’ portfolio companies to ensure they become digital leaders in their respective sectors. Digital consists of EQT Technology, EQT Digital Business Development and Motherbrain.

Sustainability

EQT’s Sustainability team acts as a catalyst and facilitator. The role of the team is to disseminate knowledge into the organization, inspire action and drive transformation.

Fund Management and Fund Operations

In charge of activities and affairs with regard to the EQT funds, i.e. investment decisions, actions and operations during ownership and exits as well as ultimately responsible for the overall relationship with EQT’s clients.

¹⁾ In the Group’s financial report, Central refers to items not allocated to the business segments.

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Future-proofing and making a positive impact

EQT Infrastructure V

First Transit

EQT Infrastructure exited First Transit, a transportation company that it bought in 2021 alongside First Student, the largest school bus operator in North America, allowing it to focus on driving value creation at First Student. During EQT Infrastructure's ownership First Transit appointed a new board and actioned maintenance process efficiencies, while experiencing a record year for new business.

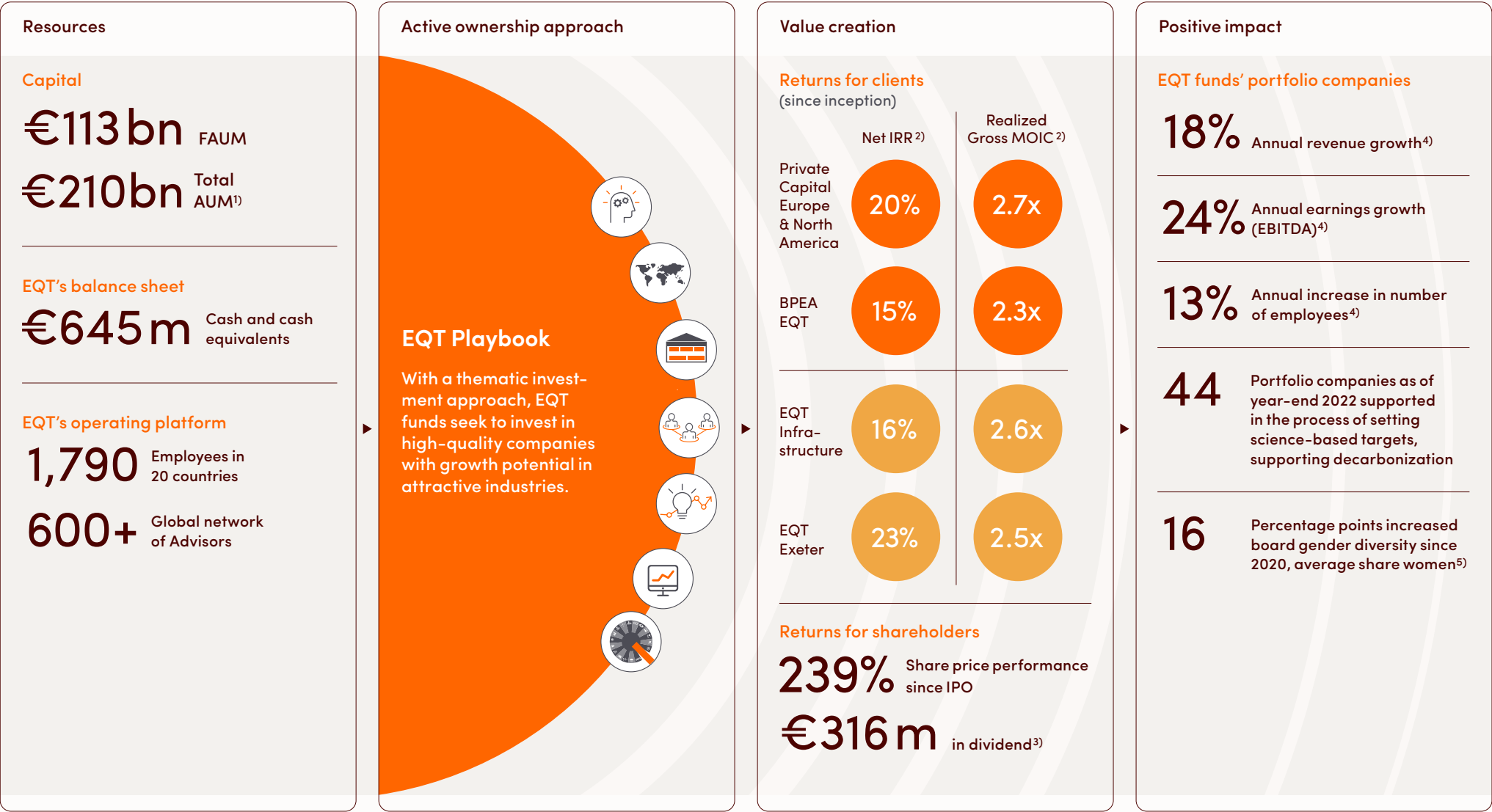


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Making a positive impact – our model



¹⁾ Total AUM is defined as the sum of fee-generating AUM, value appreciation of investments and fair market value of non-fee-generating co-investments as well as remaining commitments in active funds and committed capital yet to be fee generating.

²⁾ Includes EQT funds raised prior to 2012 which are not managed by the EQT AB Group, excludes EQT Public Value.

³⁾ The Board has proposed a dividend of SEK 3.00 per share, corresponding to approximately EUR 316 million, using EUR/SEK rate 11.184 as of 31 December 2022 and based on the total number of shares outstanding as of 31 December 2022.

⁴⁾ Reflects average annual development in EQT funds' portfolio companies since 2017. Includes both historical and active funds. Excludes funds in EQT Venture, EQT Public Value, EQT Exeter and the combinations made in 2022.

⁵⁾ Independent board members appointed by EQT.

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EQT Playbook

The EQT Playbook includes tools focused on driving growth and developing EQT funds’ investments through digitalization, sustainability and operational excellence. The EQT Playbook is used across EQT’s business lines and is a key element of EQT’s active ownership model.

Future-proofed investments

EQT funds invest in good companies and assets worldwide with a mission to help them develop into great and sustainable companies that can prosper, both under EQT funds’ ownership and with future owners.

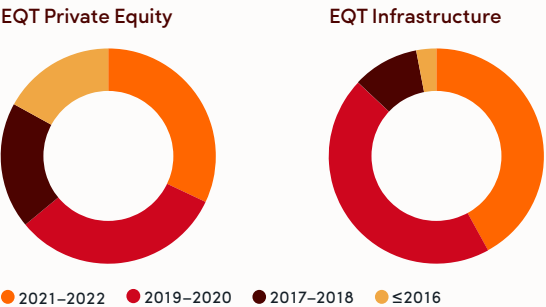
The investments develop through the implementation of strategies geared towards growth and operational excellence. Sales growth and margin expansion are achieved through geographic expansion, new products, acquisitions and strategic re-orientation.

Over the past five years, EQT has, on average, grown the EQT funds’ portfolio companies per year by:

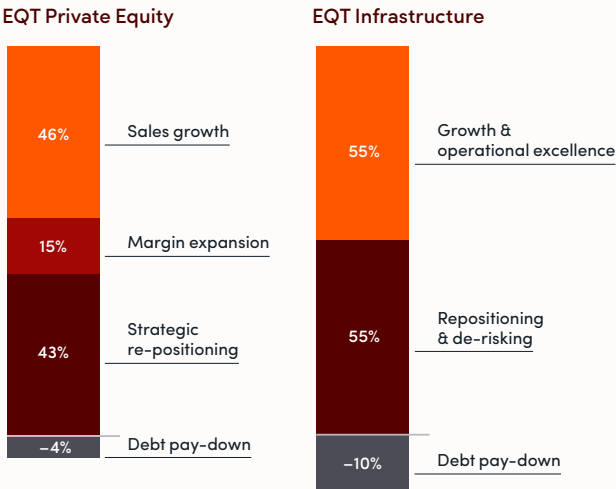


EQT has a young portfolio

EQT has young portfolio, which has been invested with a thematic approach with a clear value creation plan. EQT Private Equity’s oldest active fund is from 2015 and EQT Infrastructure’s oldest fund has one company left that has not been exited. This means that EQT has the resources to continue to develop the EQT funds’ portfolio companies, while making new investments.



How EQT future-proofs companies is demonstrated in its sources of value creation



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¹⁾ Reflects average annual development in EQT funds’ portfolio companies since 2017. Includes both historical and active funds. Excludes funds in EQT Venture, EQT Public Value, EQT Exeter and the combinations made in 2022.

1 Thematic and sector-based approach

Guided by underlying macro trends, EQT targets high-quality companies with significant sustainable growth potential in attractive industries with secular growth drivers and strong downside protection.

The thematic approach is combined with deep sector expertise. EQT sources investment opportunities in market-leading companies with good prospects for future growth and operational improvements within the identified sectors.

Investing alongside macro trends with a thematic focus puts EQT in a position where we can be part of the solution to significant challenges of our time and where EQT's expertise can make a positive impact.

Key themes

- Climate & Nature
- Health & Wellbeing
- Access & Equality
- Resilience & Transparency
- Our Connected World
- The Modularization of Technology
- Distributed ownership & Decentralization
- Urbanization
- Aging population



Key sectors per business segment

Private Capital

- Healthcare
- Technology
- Services
- Industrial Tech

Sector split of the portfolio, by % invested

Private Capital



- Healthcare, 42%
- TMT, 27%
- Services, 18%
- Other, 13%

BPEA EQT



- Services, 38%
- Healthcare, 13%
- Industrial tech, 12%
- Technology, 11%
- Tech services, 27%

Real Assets

EQT Infrastructure

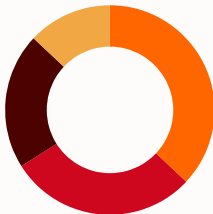
- Digital
- Energy & Environmental
- Transport & Logistics
- Social

EQT Exeter

- Industrial & Logistics
- Office & Life Sciences
- Residential

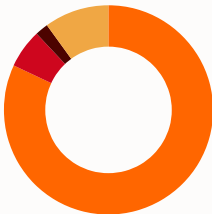
Sector split of the portfolio, by % invested

EQT Infrastructure



- Digital, 37%
- Energy and environment, 29%
- Social, 21%
- Transport, 13%

EQT Exeter



- Logistics/industrial, 82%
- Multifamily, 6%
- Office & Life Science, 2%
- Other, 10%

→ Read more under Thematic investment approach

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2 Local-with-locals



EQT believes that local knowledge, local business relationships, local presence and access to local deal flow are all critical to securing a competitive edge in private markets. This approach has resulted in close, long-term relationships between EQT, private owners and companies. EQT’s geographical presence in Europe, the Americas and Asia allows the investment organization to combine extensive local knowledge and cultural understanding with deep global sector expertise.

3 House of Value Creation



EQT’s value creation framework includes value creation levers, such as revenue enhancements, management changes, pricing, cost improvements and more transformational levers such as strategic realignment and add-on acquisitions.

EQT supports the portfolio companies with the development of full potential plans to help them execute on set targets that the portfolio companies will be continuously evaluated against.

EQT carries out established periodic performance reviews, which provide an owner’s forum for high-level and forward-looking discussions on value creation.



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4 Governance model

EQT’s governance model is designed to enable accountability, promote fast decision-making and empower EQT funds’ portfolio companies’ CEOs, while allowing for informal free-thinking.

The model is built upon clear roles and responsibilities for the management of the portfolio company, its board and the EQT AB Group. It is underpinned by a TROIKA forum consisting of the portfolio company’s Chairperson (typically appointed from the EQT Network), a responsible advisory partner at EQT and the portfolio company’s CEO. The TROIKA is a sparring partner to the CEO and keeps EQT well-informed of the performance in the portfolio company. This informal forum creates a good relationship among the involved parties that helps to drive value creation in an aligned and effective way.



5 EQT Network

Since its foundation, EQT has built a global network of advisors with a variety of backgrounds, including entrepreneurs and current or former executives of major international corporations. Many of these relationships have evolved from EQT’s connection to the Wallenberg sphere and its global network that spans across industries and sectors. The advisors in the EQT Network add operational and strategic expertise and experience to the EQT funds’ portfolio companies. The advisors are current or former business executives of major international companies, with vast experience in transformation and value creation, while others are founders or serial entrepreneurs. But above all, they are disruptors, big thinkers and doers. The advisors are engaged in the entire investment process from providing strategic advice on initial deal sourcing and assessment of potential investments, to joining the boards of portfolio companies.

In practice

The EQT Network: A differentiator in supporting change

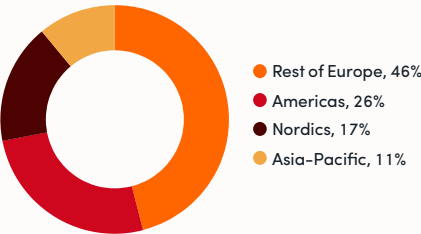
The EQT Network is one of the tools in the EQT Playbook. EQT believes it stays ahead of the curve by systematically embedding talent as a key value driver in its investments.

EQT Network and its continuous development

EQT continuously sources new Industrial Advisors, connects them to the investment processes and evaluates their performance through an annual board appraisal process. The guiding principles of the EQT Network are the same

as for the investment advisory organization – a local-with-locals approach utilizing thematic sector expertise. EQT is continuously working on rejuvenating and diversifying the Network of Advisors as EQT grows, to ensure that new relevant knowledge and competencies are added.

EQT Advisors by region



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Supporting portfolio talent topics

The Network team has been increasing the service offerings around portfolio talent to enhance performance; by providing support to deal teams, management teams as well as talent and HR executives within the EQT portfolio. External studies have shown that the quality of portfolio company management is the most-cited reason for deal success and the second most-cited reason for deal failure. EQT believes it stays ahead of the curve by systematically embedding talent as a key value driver in its investments.

Towards gender-balanced boards

With a belief that different perspectives are key to driving performance and striving to have the best possible board compositions, EQT aims for gender-balanced boards in the EQT funds’ portfolio companies. EQT is determined to do more to improve the diversity in the EQT Network, for example by using new and alternative search channels to reach a more diverse group of candidates.

Key highlights from 2022

In 2021, EQT introduced the EQT Network Forums, a forum for portfolio companies to connect and share knowledge and experiences. In 2022, EQT hosted more than 25 events and conferences with groups such as EQT portfolio company CHROs, CFOs, Tech Leaders, Sustainability Heads & Sustainability Champions, as well as sector-focused EQT Network & Industrial Advisor events. In September, all EQT funds’ portfolio companies’ CFOs were invited to an in-person conference in London to spend a full day on “Managing Performance in a Volatile World”. The EQT Network team’s aim was to facilitate knowledge sharing between portfolio company CFOs to foster innovation, collaboration, networking and learning, to support them in becoming fully equipped and prepared for challenging times ahead.

In November 2022, all Chairpersons from the EQT and BPEA funds’ portfolio companies were invited to the annual EQT Network Conference, to build skills and share experiences. The invitees discussed the theme “Leading as an EQT Chairperson in Uncertain Times” addressing topics such as geopolitics, inflation, cyber security and sustainable transformation and talent retention.

To accelerate action, EQT has set ambitious targets:

Target announced in 2020

>25%

of the independent board members appointed by EQT within EQT funds’ portfolio companies should be women

Target announced in 2021

>40%

of the independent board members appointed by EQT within EQT funds’ portfolio companies should be women



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6 Digitalization



EQT aims to support the EQT funds' portfolio companies in driving digital transformation and developing them into digital leaders in their respective industries. To achieve this, EQT has made significant investments in its own digital teams, infrastructure and capabilities. One of EQT's prioritized digital missions is to continuously make each EQT fund an ever-smarter buyer, owner and seller.

EQT looks to apply industry-specific and best-in-class digital approaches and tools throughout every stage of an EQT funds' investment cycle, from the sourcing of deals to the due diligence of potential opportunities and the support in improvement of the portfolio companies. EQT's Digital Framework supports value creation and drives cross-portfolio initiatives on topics such as cybersecurity.

Motherbrain

Motherbrain leverages Big Data and Machine Learning to give EQT a unique edge. It was launched seven years ago by EQT Ventures to solve for a very specific use case: with hundreds of startups founded every day but data on private companies sparse and unreliable, how can Investment Advisory teams best identify the companies that have the traction, team and trends behind it to be successful.

Motherbrain has since expanded to support Private Capital and EQT Infrastructure across the entire investment and ownership lifecycle, from sourcing to portfolio company

value creation. By visualizing and making data more accessible, while building on a common corporate memory and collectively trained algorithms, Motherbrain enables EQT to make faster, smarter and fairer decisions.

Motherbrain has sourced

15 investments to
EQT Ventures

7 Sustainability



EQT is committed to responsible investment and active ownership principles. As a responsible investor, sustainability considerations are an integral part of EQT's investment and value creation process. This extends from thematic sourcing to conducting sustainability due diligence for downside risk protection, to accelerating value creation, future-proofing investments and delivering positive impact across the EQT funds' portfolio. By doing so, EQT can continue to succeed and contribute to addressing some of the world's most pressing challenges and strengthen its ability to deliver superior risk-adjusted returns to its clients.

EQT aims to promote sustainable business solutions and practices in the investments that the EQT funds own or have an interest in through its focused approach to sustainable principles.

In EQT's House of Value Creation, sustainability is one of the tools supporting Investment Advisory Teams with the integration of sustainability considerations in their day-to-day work.

In 2021, EQT introduced the concept of Sustainability Champions. The Sustainability Champions safeguard that sustainability is at the top of the board's agenda and are responsible for enhancing the integration of sustainability and helping define and monitor sustainability targets. The engagement around sustainability is also followed-up in the EQT Sustainable Transformation Chapters at EQT Network, which is a series of events where portfolio company CEOs, sustainability board champions and sustainability leaders are invited to discuss themes such as climate, DEI and ESG data.

→ *Read more about EQT's sustainability teams and functions in Accountable leadership*

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Sustainability as a tool for value creation

EQT’s ability to accelerate performance through a commitment to sustainability and an active ownership approach has reinforced the belief that doing good is good business.

The private sector has a key role to play in creating a sustainable future. EQT is aiming to transform itself and its investments to be sustainable through accountable leadership, regenerative processes and equitable business practices. In order to drive long-lasting transformation, EQT must integrate sustainability into every aspect of it’s investment and value creation approach.

Case studies from the platform reveal selected sustainability value creation levers such as employee attractiveness, regulatory risk management, operational cost saving, top-line growth lower costs of capital and higher market valuations.

Area: ESG data



Rimes Technologies

Rimes is a leading global provider of data management and investment intelligence solutions to the global investment community. EQT Mid Market Europe invested in Rimes in March 2020.

Sustainability challenge

Lack of reliable and transparent ESG data in financial markets despite growing demand from asset managers and asset owners.

Value creation levers

- Invested significantly in product innovation to address the growing need for ESG data solutions in financial markets. In 2022, Rimes’ ESG data management solution was selected by one of the top 5 asset managers globally, demonstrating Rimes’ ability to support the ESG data needs of the most sophisticated investors.
- Climate-related initiatives: Rimes powers its data centers with 100% renewable energy and continues to measure and offset its Scope 1, 2 and 3 emissions while working to set its Science-Based Target.



Area: Diversity, Equity and Inclusion (DEI)



WS Audiology

WS Audiology exclusively develops, manufactures and sells leading-edge hearing aids via several brands, as well as multiple sales channels. WS Audiology was created through merger in February 2019, between Sivantos (an EQT VI portfolio company) and Widex.

Sustainability challenge

More than 1.6 billion people suffer from hearing loss and minorities remain underrepresented.

Value creation levers

Focusing on DEI has helped WS Audiology to identify and enter new markets and increase brand value.

- 1.2 million people equipped with hearing aids with lower private-pay, tackling affordability.
- Building a best-in-class global DEI strategy including an inclusive purpose statement: (“Wonderful Hearing for All”), regional strategies, global DEI council, and focus on education and tools.
- Increasing gender diversity in Group Management from 15% to 25% in FY2022.



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Area: Biodiversity



EQT Infrastructure V

Solarpack

Solarpack is an international vertically integrated solar photovoltaics (PV) power plants developer focusing on utility scale projects, which EQT Infrastructure V invested in during June 2021.

Sustainability challenge

Land-use change leading to negative biodiversity impact.

Value creation levers

Mitigating material biodiversity risks has lead to increased reputation and brand value.

- Conducting environmental studies and avoiding protected areas, making sure there is no significant impact on natural resources when selecting project sites.
- Biodiversity protection on sites, for example through settlements for amphibians in Chile and restoration of animal and plant life in Spain.
- Product and service innovation: Optimizing land-use through e.g., agrovatic projects that aim to produce solar energy and agricultures products using the same amount of land and optimizing between the two industries.



Area: Climate



EQT Exeter

EQT Exeter

The EQT Exeter funds acquire, develop and manage logistics, office, life science and residential real estate properties. The business was created through the combination of Exeter Property Group and EQT in April 2021.

Sustainability challenge

A 23,000 sqm warehouse with large energy consumption.

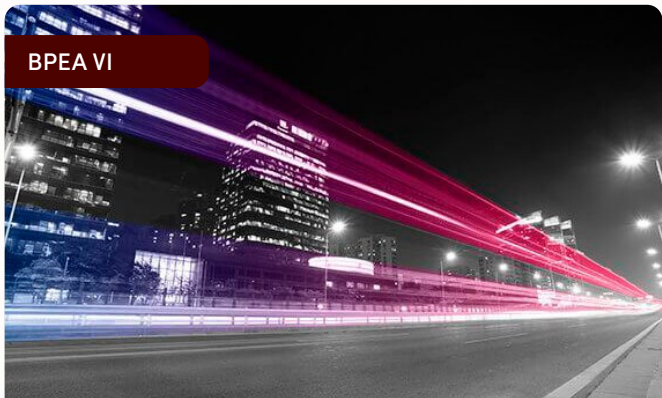
Value creation levers

EQT Exeter committed to install photovoltaic (PV) panels on the roof of the building, thereby reducing grid energy demand. The array is anticipated to generate ~720 MWh per year, 80% of which will be supplied directly to the tenant. Benefits include:

- Cost savings of ~40% in annual grid electricity cost savings for the tenant
- Additional rental value per year of ~10% of project costs
- A ~5% improvement in asset value and expected reputational boost at exit



Area: Climate



BPEA VI

CMS Info Systems

The largest cash management company in India with over 4,000-vehicle fleet that serves more than 150,000 business points, spread across ~97% of districts in the country.

Sustainability challenge

Large vehicle fleet requiring emission reduction and fuel efficiency.

Value creation levers

- Fleet management solution that helps drive operational efficiencies, by providing route optimization and real-time tracking that proactively reduces operating costs, fuel consumption, downtime and increases utilization.
- All the new vehicles procured during 2022 were in conformity to BS VI norms, a unit emission norm that set the maximum permissible emissions levels, resulting in ~10% increase in mileage.
- Continuous increase of the proportion of compressed natural gas (CNG) vehicles over the last few years.
- ESG-linked financing, with two KPIs that are focused on operational efficiency (activities per route) and fuel efficiency of the vehicles. By meeting these, CMS are able to obtain discount on the interest rate.



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People – Equitable business

EQT Infrastructure

Saur

EQT Infrastructure entered exclusive negotiations* to sell 50 percent of its stake in Saur, a leading provider of water services management solutions in France and internationally. EQT Infrastructure, which will remain the majority shareholder, first acquired Saur in 2018. Since then, the Company has undergone a successful commercial and operational transformation, while refocusing on core activities and geographical growth.

*The transaction has not yet closed.



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People – growth and development with values at the core

People are at the core of EQT’s long-term success and purpose to make a positive impact. With more than a doubling of employees in the last two years, EQT’s values are the threads that weave together an organization built for the future.

Values that unite

EQT is united by a set of fundamental core values. All employees share a passion for entrepreneurship and collaboration, and a humble and respectful approach to all.

Growth is a constant for EQT, meaning it is vital that the organization protects its ability to perform for its clients consistently by applying the same set of values

across the world, inspired by the Nordic heritage and with a global mindset.

Through engaging onboarding of new talent, continuous development of the EQT team, inspiring conferences and gatherings, as well as by cross-staffing teams, EQT continues to develop the secret sauce that makes it unique.



EQT’s five core values form the foundation of our culture

Respectful	Acting with integrity and humility. Through our actions, we show regard and gratitude towards our stakeholders and colleagues.
High performing	Maximizing our effort and results through collaboration. We feel an urgency to take action and make an impact – everything can be improved at all times.
Entrepreneurial	Being innovative and accountable. We take risks, persevere through challenges and learn from our mistakes to succeed in the long run.
Transparent	Being open and honest, with each other as well as with external stakeholders. We raise issues and face reality when difficulties arise.
Informal	Being inclusive and non-hierarchical – everyone is encouraged to be themselves and is expected to speak their mind. We all contribute to an engaging, friendly and fun work environment.

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Challenging the status quo

A guiding belief at EQT is that everything can always be improved, at all times. The company is on a constant journey of exploring ways in which our people can help to drive further positive impact and value.

Teams engage cross-functionally in platforms that unleash creativity and allow EQT to set joint ambitions. This has allowed EQT to capture the true benefits of the recent combinations by adding learnings and new perspectives, not being afraid to adapt, and welcoming change.

This year, efforts have focused on refreshing internal governance and operating models to fit the company’s increased scale. Selected external talent with diverse experiences and expertise have been brought in to complement existing teams.

Mobility used as a lever for development

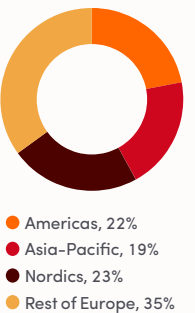
Over the years, EQT has purposefully encouraged employees to seek out opportunities to relocate internationally.

For the individual, a career leap to another part of the global organization provides development opportunities, increased cultural awareness and perspectives, as well as an expanded professional network.

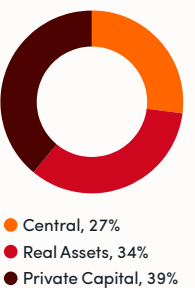
For EQT, transferring expertise and experience can help new teams hit the ground running, disperse unique skill sets throughout the organization and, perhaps most importantly, provide opportunities for cultural rub-off.

In recent years, internal mobility has increased in total numbers and in relation to the total number of employees. In 2022, some 60 EQTarians were on a temporary international assignment, and similarly, there has also been an uptick in permanent international relocations.

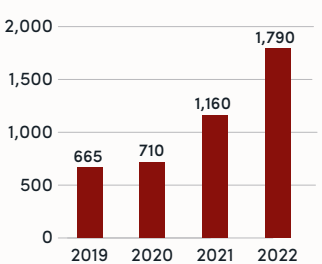
Employees by region



Employees per segment



Number of employees (FTE+)



Approximately half of the FTE growth in 2022 was from business combinations.

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Diversity, Equity and Inclusion as a driver for performance and positive impact

EQT is a promoter of equal opportunity and inclusion for all employees and recognizes that multiple dimensions of diversity are prerequisites for innovation, better decision making, talent retention, and financial performance.

A broader lens on diversity

In alignment with labor and human rights and to foster equal opportunities and an inclusive work culture, EQT designs and builds its internal organizational processes and practices, culture and leadership to ensure non-discrimination and safe work environments.

EQT’s overall ambition is to apply a broader lens on diversity, to go beyond gender and include also cultural and socio-economic parameters. As conditions and needs vary across geographies and businesses, DEI metrics and targets will need to match industry and sector needs.

Going forward, EQT will continue to support local autonomy in DEI target setting in alignment with group-wide, ambitious commitments on equitable business. A designated DEI expert and internal resources have been assigned to co-create best practices and drive the strategic work forward in 2023 with leaders, investment advisory professionals, and employees across functions.

Supporting employee DEI networks and initiatives

EQT is supporting employees to mobilize and initiate employee-lead networks. In 2022, EQT employees came together and founded an LGBTQ+ network. An initiative supported by the EQT Executive Committee that was internally launched in the beginning of 2023. EQT WIN is an employee-driven initiative founded in 2017 to attract more women to the company, increase retention of female employees, implement action points to ensure

equal opportunities for all, and to drive initiatives ensuring more equal and inclusive workplaces.

EQT WIN helps accelerate women’s careers through the support of mentors, skill-building events, sharing of experiences and global networking. The mentorship program has been well received among employees, and in 2022 more than 130 active mentorships were running. EQT WIN delivers clear business benefits and helps to foster a sense of inclusion across the firm.

Increased diversity and reduced homogeneity to create high-performing teams

Based on what scientific studies show is driving high-performing teams, EQT is dedicated to selecting talent based on merit combined with a focus on adding diversity and reducing homogeneity in teams. For many years the main priority has been to increase the ratio of women, which is an inherited industry issue. While significant progress has been made in this area, this continues to be an important challenge to tackle. Moving forward, EQT will have a more systematic focus on creating gender balance and diverse representation across board, senior management and talent.



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Developing people

A solid development framework is instrumental to EQT’s purpose-driven business model and growth ambitions. Through a wide range of training and development initiatives, the EQT Academy plays a key role in future-proofing the talent that propels EQT and aligning EQT’s culture and values across the organization.

EQT’s development framework
“Leading myself, people and the business”



Our development framework
EQT relies on high-performing individuals delivering their very best in all situations. To stay ahead, EQT’s employees are continuously offered opportunities to develop their skills, interpersonal acumen, and leadership drive. EQT’s development framework “Leading myself, people and the business” targets both professional and personal growth opportunities.

EQT Academy
The EQT Academy provides trainings across each career stage and function within the business. A focused portfolio of external providers and internal resources ensure each employee is challenged to be their very best and offered learning opportunities aligned with their career progression. The development strategy is based on the talent pipeline, intake and current talent pool to make sure the right training is offered at the right time. Programs have been tailored to enable collaborative

online learning while keeping a personal and team-focused approach including face-to-face engagement.

A key focus of 2022 has been successfully delivering scaled programs to address the covid generated backlog while also meeting the organization’s growing demand. In this scaling process, recurring programs have refreshed content and provide a combined virtual and in-person learning experience. A modern, scalable learning platform has been introduced, offering attractive, digital learning experiences for all employees. This allows consistent design, delivery and implementation of learning across EQT providing all business units with the flexibility and capability to support their own specific needs.

The EQT Academy provides a unique networking experience connecting individuals across geographies, business lines and a growing employee base. This is further supported through our focus on nurturing a shared understanding of strategic direction, and most importantly, EQT’s culture and values.



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EQT Foundation – Guardian of EQT’s core values

The EQT Foundation was established with the core purpose of safeguarding the EQT’s core values and driving positive impact through effective philanthropic activities. EQT Foundation supports entrepreneurs, non-profit organizations, and researchers to build a regenerative and more inclusive tomorrow.

Guardian of EQT’s core values

EQT’s core values are the backbone of the EQT Foundation. All EQT employees can be active in the Foundation, originating from a commitment to transparency to fuel learning and development. Ultimately, it’s a great way to keep the entrepreneurial spirit alive, supporting early-stage companies, while having fun and building informal connections across the

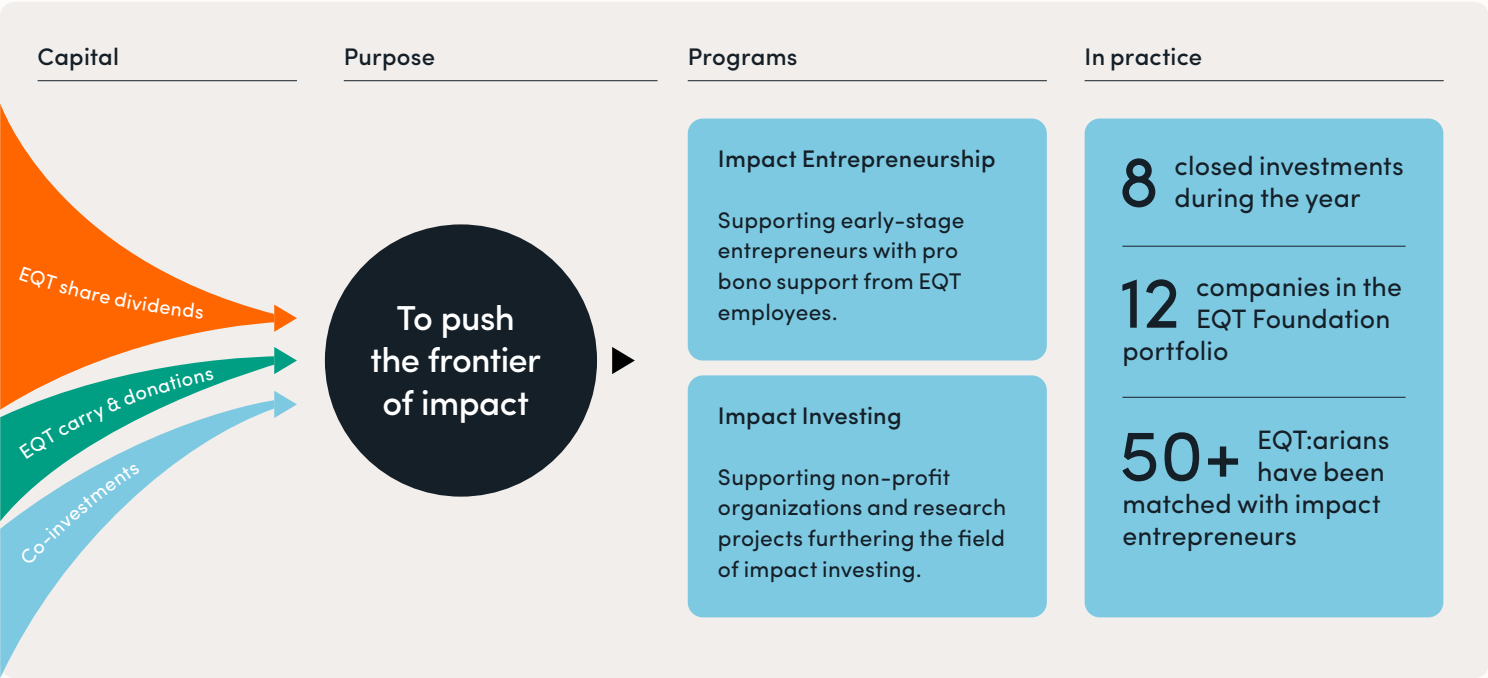
firm. The EQT Foundation is not a typical pro-bono hour setup, but an integrated part of the career development opportunities offered at EQT. It provides employees with a platform for cross-collaboration, and contribution. A place where employees can come together to exercise the values; showing respect for people and the planet, while putting their high-performance mindset in to bring entrepreneurs and

researchers to the investment and grant committees. All while giving back to society.

The EQT Foundation also acts as a guardian of EQT’s values through its long-term ownership and governance model. Its highest governance organ, the Foundation Committee, steers EQT Foundation’s strategic vision and mission. Originally consisting of 14 Partners whose share donations have established EQT

Foundation, the committee is a strategic forum for current and alumni EQT Partners to continue their engagement for the firm, acting as a collective of role models. Every year, EQT Foundation seeks to elect new members to the EQT Foundation Committee among EQT’s employees. The election is based on the employee’s value-alignment, high performance, long-term commitment, and contribution to EQT and society.

EQT Foundation owns 1% of the shares in EQT AB, and uses dividends and donations to support entrepreneurs, researchers and non-profit organizations



Impact Investments – Supporting the Impact Breakthroughs of Tomorrow

EQT Foundation is a catalytic impact investor in entrepreneurs solving challenges related to nature, health, and inclusion. The investment approach of the EQT Foundation is designed to catalyze new technologies, business models and industries piloting an impact-first mindset to deal sourcing and providing more flexibility with regard to holding periods and return criteria. The investment strategy is thus designed to overcome the early-stage capital funding gap between the idea phase and proven business case for impact, prioritizing breakthrough technologies and increased access and affordability to meet essential needs. The core idea of all EQT Foundation investments is a strong link between impact outcomes and financial growth inherent to the business model. The aim is to deliver high impact and work towards better monetization of tomorrow’s market.

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Regenerative processes

EQT VIII

IFS and Workwave

IFS has undergone major transformation since its acquisition by EQT VIII and EQT IX in 2020. The cloud software vendor has grown Cash EBITDA by 51 percent per annum and Workwave, which was separated from IFS in 2021, more than tripled revenues. In 2022, EQT VIII sold a large part of its stake in a transaction valuing the Companies at USD 10 billion.



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Climate and environment

EQT aims to transform itself and the EQT funds’ investments to prosper and be sustainable. Through a long-term commitment of establishing regenerative processes, EQT aims to develop for the future, respect and restore nature, and adapt to climate change.

EQT aims to take a holistic approach to tackling climate change, resource depletion and biodiversity loss, as not doing so will have a severe negative impact on humans, ecosystems and the global economy.

EQT’s current actions range from investing into climate and environment-related solutions, to driving decarbonization, addressing climate risks in the investment process, and collaboratively exploring industry standards for topics such as biodiversity. EQT further supports the EQT funds’ investments in pursuing their environmental goals.

Climate risks and adaptation

During 2022, EQT has continued to strengthen the alignment of its risk management approach according to the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. An updated approach for integrating climate risk assessments into the overall risk management process for EQT funds’ investment processes have started. A set of physical and transition risk pilots has further been conducted across EQT Private Equity, EQT Infrastructure and EQT Exeter during 2022 to strengthen the understanding of climate risks. The climate risk exposure of real estate assets have increased as a result of the merger of EQT and Exeter Property Group. As such, staying abreast of assessing climate risks is key to future-proof and build resilience going forward, and EQT Exeter has commenced physical climate risk assesment for its directly managed portfolio.

Please see section TCFD in the Sustainability Notes for more information and exemplary findings, including results from a climate and human rights risk heat map for the healthcare sector. EQT will continue to work with the findings and how these can be applied in its overall Sustainability risk framework.

Biodiversity and nature

EQT acknowledges environmental challenges from a broader resource scarcity perspective, including circular processes and business models. To adress this, EQT is collaborating with peers through the Private Equity Sustainable Markets Initiative

Taskforce (PESMIT) to explore and accelerate its efforts around integrating biodiversity further into decision-making and investments.

Biodiversity and nature are still topics of further exploration to properly assess EQT’s impact throughout the value chain.



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Decarbonization

One of the cornerstones in EQT’s commitment to mitigate climate change, reduce carbon emissions and climate transition risks, is its science-based targets (SBTs). The targets encompass both EQT’s own operations, as well as EQT funds’ investments, as these form part of the Scope 3 category ‘investments’ and by extension are the most material to reduce. EQT’s SBTs, have continued to play a central part in its value creation approach during the year.

While the targets for EQT AB’s organization are absolute reductions, the portfolio companies’ targets follow the portfolio-coverage approach, and the real estate funds have intensity targets. This is aligned with the EQT funds’ ownership model – being an agent for decarbonization, even when the investment portfolio grows. EQT’s SBTs have accelerated the climate transition across all parts of the firm, and have created a solid foundation for the firm’s broader net zero approach.

During 2022, EQT’s absolute Scope 3 Business travel emissions increased compared to the 2019 baseline, and EQT acknowledges that significant progress is still needed.

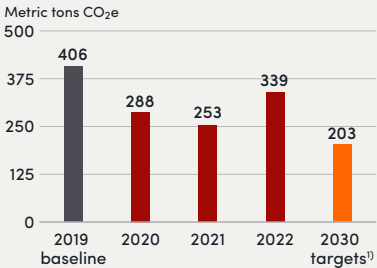
In addition to supporting decarbonization, EQT has further increased its investments into high-quality carbon removal offsets for its currently unavoidable GHG emissions from direct operations (Scope 1, 2 and Scope 3 – Business Travel) to support the scaling of critical carbon technology innovation. In 2022, the allocation was focused on direct air capture, mineralization, ocean carbon capture, and non-OECD reforestation. The total invested amount for 2022 was determined using an internal carbon price as a first step to integrate carbon costs into EQT AB’s financial planning.

Climate and environment-related investments

EQT funds continue to invest in climate-related business models across the platform within themes such as decarbonization, renewable energy and sustainable food and natural solutions. Recent examples include InstaVolt (EQT Infrastructure) and Candela (EQT Private Capital). Continuous capital inflow to support technological advancements is required to limit global warming and reduce negative environmental harm.

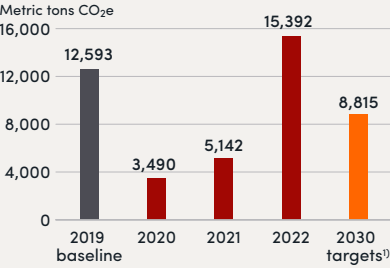
EQT’s science-based targets for 2030

1 Reducing EQT AB’s Scope 1 and 2 emissions by 50 percent



Similar to 2021, ~100% of the EQT office electricity consumption was renewable, partly via sourcing of energy attribution certificates (EACs).

2 Reducing EQT AB’s Scope 3 emissions from business travel by 30 percent



Business travel increased in 2022 post Covid-19 pandemic lock-downs. CO₂e travel emissions per average FTE was 16 tons, compared to 21 tons in 2019. Overall an increase in totality due to the strong organic growth of employees.

3 Ensuring 100 percent of the EQT funds’ portfolio companies will have their own SBTs validated by 2030 and 40 percent by 2025

By the end of 2022:

- 4 had started the process with third party advisors to develop their SBTs.
- 18 had submitted commitment letters to SBTi.
- 14 had submitted their targets (pending approval).
- 8 had received validated SBTs. This equals 21% portfolio coverage.²⁾

4 Reducing indirect emissions in the EQT Real Estate I and II funds by 55 percent per square meter floor area

The focus during 2022 has been to collaboratively work together with the SBTi to further refine their methodology for real estate in a private equity context to ensure the targets are both achievable and ambitious.

→ Read more about science based targets and greenhouse gas emissions in Sustainability notes

¹⁾ 2030 target levels for EQT AB’s Scope 1 and 2 emissions at 203 (218) metric tons, and Scope 3 Business travel emissions at 8,815 (9,130) metric tons adjusted to SBTi headline target.
²⁾ Eligible EQT funds’ private and listed equity portfolio companies by EUR invested capital to have set SBTs approved by the SBTi. Eligible companies meaning companies where the EQT fund holds at least 25% of fully diluted shares and at least 24 months have passed since the date of acquisition.

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Accountable leadership

EQT Real Estate II

Student Housing Portfolio

In alignment with its strategy of providing high-quality, high value-for-money housing with strong sustainability features in university cities that are underserved by the wider residential market, EQT Exeter acquired six flagship student accommodation assets in the UK. The transactions total 2,313 beds, which brings EQT Exeter's European student housing portfolio to a total of 5,222 beds.



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Sustainability management and governance

EQT’s ambition is to have a sustainability governance model in place for developing and embedding sustainability strategies and goals, and ensuring transparency and accountability.

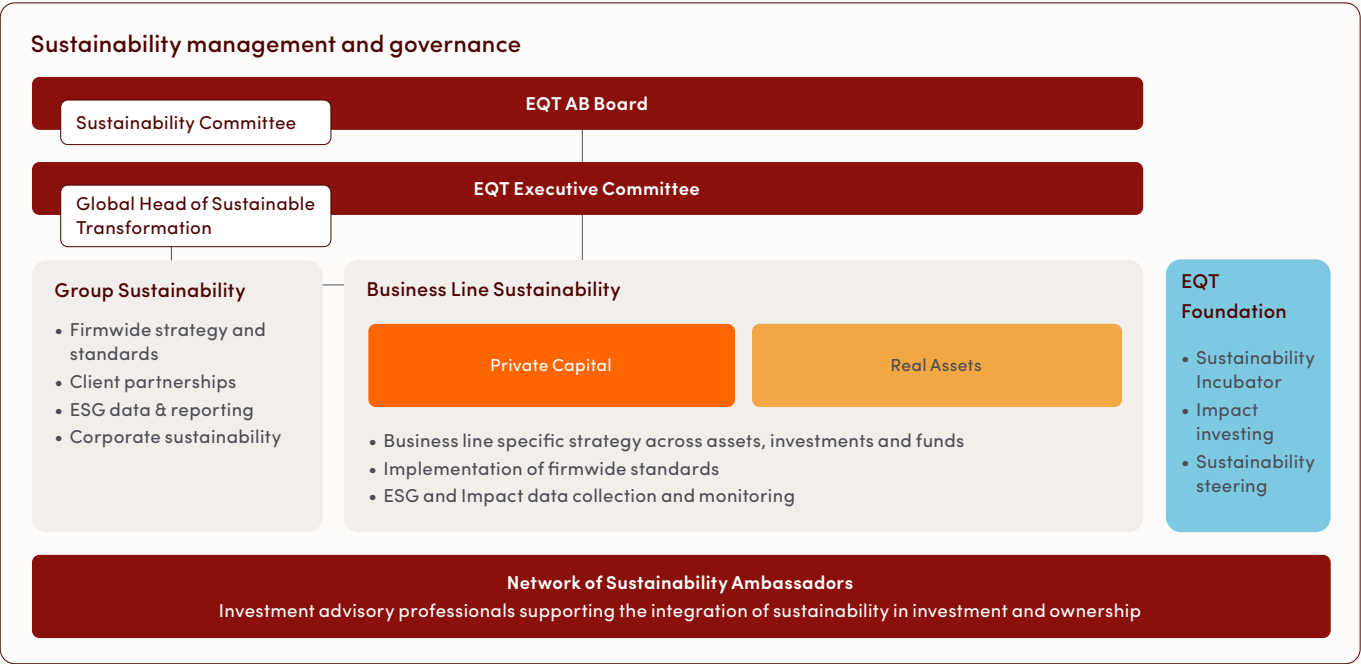
Sustainability governance at EQT

EQT ensures accountable leadership principles throughout its decision-making and investment process. Sustainability is embedded at board-level and Executive Committee-level to ensure the right level of oversight and action. To set the sustainability strategy and operationalize commitments, EQT has a Sustainability Management Team consisting of representatives from Group Sustainability, Business Line Sustainability and EQT Foundation. EQT further adheres to and instills strong sustainability governance models for EQT funds’ investments, adjusted to the specific governance position, which provides a solid foundation for developing and embedding ESG goals, monitoring, and assessing performance.

Sustainability Committee

To further strengthen engagement and focus around sustainability, EQT established a Sustainability Committee consisting of board members of EQT AB. The committee aims to ensure alignment between the board and management and to accelerate a sustainable transformation. The committee convened four times in 2022 to discuss EQT’s sustainability strategy, and selected themes and emerging topics such as impact measurement and change management.

EQT has also founded a NextGen sounding board to discuss sustainability-related opportunities and challenges with a group of employees representing a broad mix of business lines, functions and seniority levels.



Update from Bahare Haghshenas, Global Head of Sustainable Transformation

What are you most proud of during 2022?

We have been elected for inclusion in the Dow Jones Sustainability Index for the first time, which is a testament of our sustainability work. We can also celebrate that eight of the EQT funds’ portfolio companies have had their science based targets (SBTs) validated. We have continued to build a strong foundation with key hires, both in the business lines and on group level and now have around 30 sustainability experts that support and accelerate our sustainable transformation.



What will be the key focus in 2023?

- We will continue delivering on our net zero commitment by supporting a new wave of portfolio companies in setting SBTs, with a total target of reaching 70 portfolio companies that has started their SBT setting and we will support the real asset investments in developing decarbonization plans.
- We will strengthen our ESG risk management approach by especially focusing on the due diligence phase to respond to market expectations and new regulations.
- To continue to track sustainable value creation in the EQT funds’ investments, we will launch an updated version of the EQT firmwide KPIs to align with our sustainability objectives.
- We will broaden our DEI focus looking at more parameters such as socio-economic background, and culture.

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Partnering to accelerate impact

EQT aims to fuel change in the industry by sharing insights from learning, advocating for change and driving innovation. Partnerships with diverse perspectives will enable the development of industry standards and solutions to pressing sustainability challenges.

EQT continues to participate actively in various industry associations, working groups and initiatives to promote sustainability in the ecosystem.

Recent topics of focus have been:

- Climate & Biodiversity
- Diversity, Equity & Inclusion (DEI), and Human Rights
- Industry initiatives for positive impact
- Data and disclosures

In 2022, EQT became an official signatory of the United Global Compact (UNGC), a natural step to support and further align with its ten principles. EQT will report its progress with implementing the principles in 2023.

EQT also became a member of Glasgow Financial Alliance for Net Zero (GFANZ) through the Net Zero Asset Managers' (NZAM) Alliance, and is developing its net zero framework into the firm-level decarbonization guidelines and priorities.

EQT is a signatory/supporter of:

- UN Principles of Responsible Investment
- UN Global Compact
- Science Based Targets initiative
- Task Force on Climate-Related Financial Disclosures
- Initiative Climate International
- Glasgow Financial Alliance for Net Zero
- World Economic Forum Stakeholder Capitalism Metrics
- Global ESG Benchmark for Real Assets

EQT is a member of:

- Investor's Council of the Global Impact Investing Network
- ESG Data Convergence Initiative
- FCLTGlobal
- World Economic Forum CEO Climate Alliance
- Private Equity Taskforce of the Sustainable Markets Initiative
- Invest Europe
- BSR
- UK Green Building Council
- INREV
- ULI Green Center for Building Performance
- Ventures ESG
- European Biotech Social Pact

In practice

GIIN – a platform for impact investors

In 2022, EQT joined the Global Impact Investing Network Investor's Council (GIIN), a global champion of impact investing dedicated to increasing the scale and effectiveness of impact investing around the world. The GIIN builds critical infrastructure and supports activities, education and research that help accelerate the development of a coherent impact investing industry. The partnership facilitates exchanges to identify shared interests and guides the impact investing industry in defining common standards and norms for integrating impact considerations into investment management, ultimately strengthening the practice of impact investing. During 2022, EQT Foundation became a Founding Strategic Partner of the GIIN Impact Lab, launched together with GIIN, Temasek and Visa Foundation. The Impact Lab will focus on building analytic tools to drive impact performance, enabling capital allocation towards social and environmental solutions.



Private Equity Taskforce of the Sustainable Markets Initiative (PESMIT)

During 2022, EQT collaborated with peers in the private markets industry through its membership in PESMIT, to explore how the industry can accelerate sustainable transformation. Specifically, EQT has been active in the PESMIT working groups developing industry guidance within the three priority areas: climate change, biodiversity and ESG metrics.

PESMIT works in coordination with other SMI Task Forces, and updates national and global policy and decision-makers on its activities. Hence, the partnership allows engaging and influencing the broader ecosystem to accelerate positive impact.

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Sustainability-linked financings

EQT believes that ESG-linked financing has the potential to further strengthen the alignment between sustainability ambitions, performance and accountability and has since 2020 put various facilities in place to incentivize and accelerate performance.

Having been a pioneer with the launch of ESG-linked fund bridges in 2020 and putting a sustainability-linked bond in place in 2021 – EQT has today EUR 3.5bn in sustainability – and ESG-linked financings available at the Group level.

These initiative have spurred new collaborations within and outside EQT, increased the focus on sustainability data governance, and linked sustainability outcomes to financial incentives. EQT continues to work and explore this agenda to drive positive impact.

EQT AB Group

€3.5bn

Scope

- €1.5bn Revolving credit facility (2020)
- €0.5bn Sustainability-linked bond (2021)
- €1.5bn Sustainability-linked bonds (2022)

NEW

KPI focus

- Climate: Setting and delivering on science-based targets.
- Diversity: Investment advisory professional gender diversity and EQT funds' board gender diversity.

→ Read more on the progress in section Sustainability notes

EQT funds

€11.7bn

Scope

- €3bn EQT IX Subscription credit facility (2020).
- €5.1bn EQT Infrastructure V Subscription credit facility (2020).
- \$3.2bn BPEA VIII bridge Subscription credit facility (2022).
- €0.74bn EQT Future Subscription credit facility (2022).

NEW

NEW

KPI focus, examples:

- Governance: Ensuring sustainability board champions.
- Climate: Science-based targets and renewable electricity.
- Diversity: Board or management gender diversity.

Portfolio companies

23#

Scope

- Number of portfolio companies with ESG-linked financing tranches in place.¹⁾

KPI focus, company specific examples:

- Environmental: Decrease GHG emissions in line with science-based targets; increase share of recycled materials; decrease water withdrawal.
- Social: Increase employee NPS; decrease in incident rate; increase gender diversity in executive positions.

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¹⁾ As per Dec 31st 2022. KPIs are currently under development for some of the portfolio companies.

Financial statements

BPEA EQT

Interplex

BPEA EQT privatised Interplex, a Singapore-based precision components manufacturer, in 2016. BPEA EQT transformed Interplex from a build-to-print company into a highly specialised high-precision product solutions provider, pivoting it towards megatrends including automotive electrification, datacom, and MedTech. Having revamped management, invested in new sales and product capabilities, and driven market expansion through M&A, BPEA EQT exited Interplex in January.



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Board of directors' report

The Board of directors and the CEO of EQT AB (publ) (reg. no. 556849-4180) with its registered office in Stockholm, Sweden submit the annual report and consolidated financial statements for the 2022 financial year.

REVENUES AND NET INCOME

Revenues for the period amounted to EUR 1,497.3m (EUR 1,596.0m). Carried interest and investment income amounted to EUR 168.8m compared to EUR 510.3m in 2021 and mainly relates to EQT Infra-structure III. Adjusted revenues of EUR 1,536.5m (EUR 1,623.3m) are adjusted by removing the fair value adjustment of acquired contractual rights to carried interest.

Total operating expenses during the year amounted to EUR 991.2m (EUR 625.9m), the increase is mainly driven by the build-out of the organization as well as transaction, integration and personnel expenses as a result of performed acquisitions.

EBITDA amounted to EUR 506.1m (EUR 970.2m) corresponding to a margin of 33.8% (60.8%). Adjusted EBITDA amounted to EUR 829.5m (EUR 1,099.7m) corresponding to a margin of 54.0% (67.7%).

Depreciation and amortization amounted to EUR 43.8m (EUR 37.5m), primarily related to facility lease agreements. Amortization of acquisition related intangible assets amounted to EUR 153.6m (EUR 54.8m) and relates to amortization of identified surplus values.

Net financial income and expenses amounted to EUR -45.6m (EUR 0.0m). This is primarily comprised of currency translation differences and interest expenses relating to the sustainability-linked bonds issued by EQT AB in April 2022 and May 2021 as well as lease agreements according to IFRS 16.

Income taxes amounted to EUR -86.9m (EUR 30.8m). Income taxes in 2021 were primarily driven by a deferred tax revenue relating to changes in local tax legislation.

Net income for the period from continuing operations amounted to EUR 176.2m (EUR 908.7m). Adjustment items affecting net income, including tax effects, amounted to EUR 478.0m (EUR 80.5m). Adjusted net income for the period from continuing operations was EUR 654.2m (EUR 989.2m).

Earnings per share for continuing operations before and after dilution amounted to EUR 0.171 (EUR 0.928) and EUR 0.171 (EUR 0.928), respectively. Adjusted earnings per share for continuing operations before and after dilution amounted to EUR 0.634 (EUR 1.011) and EUR 0.634 (EUR 1.010), respectively.

Adjustment items affecting EBITDA in 2022 amounted to EUR 323.4m and mainly relates to an adjustment of revenues for fair value step-up on acquired contractual right to carried interest, as well as an adjustment of the part of the considerations paid subject to lock-up as well as transaction and integration costs as a result of performed acquisitions. The part of the considerations paid subject to lock-up is treated as a personnel expense from an accounting perspective and recorded in the income statement over the lock-up period. Adjustment items affecting EBITDA in 2021 amounted to EUR 129.5m and relates to an adjustment of revenues for fair value step-up on acquired contractual right to carried interest as well as an adjustment of the part of the consideration paid subject to lock-up in relation to the acquisition of Exeter and transaction and integration costs as a result of the acquisition. The part of the consideration paid in shares subject to lock-up is treated as a personnel expense from an accounting perspective and recorded in the income statement over the lock-up period. Items affecting comparability in 2021 also include transaction costs relating to LSP as well as an adjustment relating to deferred tax recorded as a result of changes in local tax legislations

CASH FLOW AND FINANCIAL POSITION

Goodwill and Other intangible assets amounted to EUR 5,796.9m (EUR 1,553.8m). The increase of EUR 4,243.0m is primarily driven by performed acquisitions and the related purchase price allocation.

Property, plant and equipment amounted to EUR 170.5m (EUR 147.3m).

Financial investments increased by EUR 190.5m to EUR 668.4m (EUR 477.9m) primarily driven by increased investments from EQT AB Group into EQT funds.

Current assets amounted to EUR 2,801.1m (EUR 1,531.9m). The increase was primarily driven by the part of the consideration paid that was subject to lock-up and hence treated as a personnel

expense from an accounting perspective and recorded as a pre-payment over the lock-up period. The increase is also driven by an increase in accrued but not yet paid carried interest mainly due to performed acquisitions.

Cash and cash equivalents at the end of the period amounted to EUR 644.9m (EUR 587.9m). Net debt amounted to EUR 1,355.1m (EUR 87.9m in net cash).

Equity increased to EUR 6,398.7m (EUR 2,942.8m). The increase is due to the share issue resulting from performed acquisitions and current year's net income.

Non-current liabilities amounted to EUR 2,522.9m (EUR 592.2m). The increase relates primarily to the issue of EUR 1,500m sustainability-linked bonds.

Current liabilities amounted to EUR 681.0m (EUR 356.7m). The increase is mainly explained by the balances received in conjunction with performed acquisitions.

EXPECTATIONS FOR 2023

EQT will continue fundraising for new fund generations within existing strategies, as well as certain new strategies. Work to integrate and develop recent acquisitions will continue, as applicable, whilst continuing to optimize the EQT platform. Having strengthened its teams in recent years, EQT has reduced the pace of hiring and expects primarily to make selective hires to support growth in focus areas such as Private Wealth, and the regions of North America and Asia. With significant capital to deploy from recent fundraisings, EQT will continue to make thematic investments, and drive performance across the EQT funds' portfolio companies.

PERSONNEL

Number of full-time equivalent employees (FTE), at year-end 2022, amounted to 1,669 (1,059). Approximately half of the FTE growth was from business combinations. EQT has reduced the pace of hiring and is currently only making selective hires to secure growth in focus areas such as Private Wealth, and the regions North America and Asia.

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SIGNIFICANT EVENTS DURING THE YEAR

Significant events and transactions

As of 27 January 2022, EQT completed the acquisition of Bear Logi. Bear Logi, founded in Tokyo, Japan in 2009, is a value-add logistics investment manager focused on acquisitions, development, construction and leasing, with extensive knowledge of the Japanese and Korean logistics markets, with around 25 employees by the time of closing.

As of 28 February 2022, EQT completed the acquisition of Life Sciences Partners (LSP), a leading European life sciences venture capital firm with, by the time of closing, approximately EUR 2.2bn of fee-generating assets under management (FAUM) and a team of 34 employees. LSP, headquartered in Amsterdam, the Netherlands, is a venture capital firm that invests in innovative companies with strong scientific and clinical rationale across several life sciences strategies. It was founded in 1998 and is today one of Europe's largest and most experienced life sciences investment firms. LSP strengthens EQT's position as one of the leading and most active private market investors in the healthcare sector. LSP generated approximately EUR 37m in revenues and approximately EUR 24m in EBITDA (excluding carried interest) during 2021. EQT acquired 100 percent of the LSP management company and 20 percent of the right to carried interest in selected LSP funds. In addition, EQT AB will be entitled to 35 percent of the carried interest of future funds, which is in line with existing EQT practice.

As of 10 June 2022, EQT completed the acquisition of Redwood Capital Group (RCG), a residential core plus and value-add investment manager headquartered in Chicago, Illinois, USA. RCG was founded in 2007 and is deeply experienced in all operating areas, including acquisition, asset management, construction management and property management. RCG has successfully executed 79 multifamily investments in high-growth US markets, including 48 realized investments that achieved in excess of 2x equity returns across more than 22,000 units. Investments comprise deal-by-deal joint ventures on behalf of multiple institutional clients, including global fund sponsors, insurance companies and family offices.

As of 18 October 2022, EQT completed the acquisition of Baring Private Equity Asia (BPEA), a leading private market investment firm in Asia with approximately EUR 22bn of FAUM at the time of closing. Operating since 1997, BPEA has built a platform with deep sector-based expertise and a value-driven active ownership approach. It invests in mid to large-cap companies in Asia, mainly focused on

Private Equity, but also Real Estate and more recently Growth. With 10 regional offices, BPEA combines local execution with a Pan-Asian reach, mirroring EQT's local-with-locals approach.

On 6 April 2022 EQT AB issued a EUR 750m sustainability-linked bond maturing in 2028 and a EUR 750m sustainability-linked bond maturing in 2032 (the "SLBs"). The SLBs have a coupon of 2.375 percent per annum for the bond maturing in 2028 and 2.875 percent per annum for the bond maturing in 2032. EQT has used the net proceeds of the SLBs, together with the issue of ordinary shares and cash, to fund the consideration and transaction expenses in connection with the combination of BPEA. The SLBs are subject to separate step-ups in their respective interest rates if the sustainability performance target is not met. The SLBs' thus reinforces EQT's approach of having sustainability as an integral part of the business model of both the EQT AB Group and the EQT funds' portfolio companies.

EQT launched fundraising for EQT X, with a target size of EUR 20.0bn. Fundraising is expected to be concluded in 2023. EQT set the target fund size for EQT Infrastructure VI at EUR 20.0bn. The majority of the fundraising for EQT Infrastructure VI is expected to be concluded in 2023. BPEA EQT held its final close of BPEA VIII at a hard cap of USD 10.5bn in fee-generating commitments (USD 11.2bn in total commitments). Fundraising was initiated for EQT Active Core Infrastructure, with a target fund size of EUR 5.0bn. EQT Growth had its final close at EUR 2.2bn. EQT Ventures III had its final close at EUR 1.0bn.

INCENTIVE PROGRAMS

In 2019, the annual shareholders' meeting in EQT AB resolved to implement a share program for the EQT AB Group employees. The objective of the share program is to align employees' performance to the interest of the shareholders, based on performance metrics tailored to EQT's strategic goals. The share program is divided into five separate annual grants, with maximum dilution of approximately 0.3 percent per annual grant, and approximately 1.0 percent in total. During the initial year of each grant an amount may be earned, depending on the outcome of the performance metrics, which after that year is settled in the number of shares in EQT that corresponds to the amount earned. The shares constitute non-listed class C shares, with rights to receive dividends and with 0.1 vote, that will be held for three years before being converted into ordinary shares that can be traded. No vesting conditions apply during the three-year holding period. During 2019, a new share issue of

8,663,490 class C shares was carried out and subsequently repurchased for the purpose of delivering class C shares within the scope of the share program. In relation to the 2019 grant, 365,406 class C shares were allotted to the participants in the beginning of 2020. In relation to the 2020 grant, 348,106 class C shares were allotted to the participants in the beginning of 2021. In relation to the 2021 grant, 385,499 class C shares were allotted to the participants in the beginning of 2022. Total expense during 2022 for the share-based program amounts to EUR 27.8m (EUR 27.2m).

Related parties

No significant related party transactions have occurred during the period.

EVENTS AFTER THE REPORTING PERIOD

EQT set the hard cap for EQT Infrastructure VI at EUR 21bn. The fund was activated in late December 2022, with the acquisition of its first investment. EQT Active Core Infrastructure was activated upon the announcement of its first acquisition, during the first quarter of 2023.

PARENT COMPANY

The parent company's profit before tax amounted to SEK 2,741.8m (SEK 2,028.2m). The increase is mainly explained by a timing effect of dividends from subsidiaries.

THE SHARE

EQT AB's ordinary shares are listed on Nasdaq Stockholm in the Large Cap segment. As of 31 December 2022, there were 1,185,028,524 ordinary shares and 8,663,490 non-listed class C shares (whereof 1,099,011 outstanding). Ordinary shares carry 1 vote per share and class C shares carry 0.1 vote per share. The quota value of the shares is SEK 0.1. See Note 14 for further information.

In addition to what is disclosed in Note 14 there are no restrictions on the transferability of shares due to statutory provisions, articles of association or, as far as EQT AB is aware, in shareholders agreements.

For information regarding changes in EQT's share capital and lock ups entered into, please refer to the heading "Events after the reporting period" and "Restrictions on transferability above".

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SUSTAINABILITY

In accordance with Chapter 6, Section 11 of the Swedish Annual Accounts Act, EQT has elected to prepare the statutory sustainability report separately from the Board of directors' report. The scope of the statutory sustainability report is given on page 1.

GUIDELINES FOR EXECUTIVE REMUNERATION (REMUNERATION POLICY)

The guidelines for executive remuneration approved by the Annual Shareholders' Meeting 2022 are presented in Note 7. During 2022, there were no deviations from the guidelines. The guidelines for executive remuneration are subject to a revision and the Board will propose updated guidelines for executive remuneration, to be adopted by the Annual Shareholders' Meeting 2023, in connection with publishing the notice to the Annual Shareholders' Meeting 2023.

CORPORATE GOVERNANCE

EQT prepares its Corporate Governance Report as a separate document from the statutory annual report. Please see page 166.

PROPOSAL FOR THE DISTRIBUTION OF NET INCOME

The Board of directors proposes a dividend for 2022 of SEK 3.00 per share, to be paid out in equal installments in June and November 2023, respectively.

Holders of ordinary shares and Class C shares are equally entitled to dividend. The dividend will be based on the number of shares outstanding as of each record date.

Standing at the disposal (in SEK) of the annual shareholders' meeting, in accordance with the balance sheet of EQT AB:

Share premium reserve	60,487,833,138
Profit brought forward	-1,555,498,881
Net income	2,741,569,519
Total	61,673,903,776

The board proposes that, following approval of the balance sheet of EQT AB for the financial year 2022, the annual shareholders' meeting should distribute the earnings as follows:

Dividend to shareholders:

SEK 3.00 per share	3,558,382,605 ¹⁾
Retained earnings	58,115,521,171
Total	61,673,903,776

¹⁾ Based on the number of outstanding shares at 31 December 2022. The amount of the dividend may change due to issue of new shares up until each record date.

It is the Board's opinion that the proposed dividend is justifiable taking into consideration the demands that the nature, scope and risks of EQT's operations place on the size of EQT AB's and EQT AB Group's equity, and EQT AB's and EQT AB Group's consolidation needs, liquidity and financial position in general.

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Consolidated income statement

1 January – 31 December

EUR m	Note	2022	2021
Management fees	5	1,328.5	1,085.7
Carried interest and investment income	5	168.8	510.3
Total revenue		1,497.3	1,596.0
Personnel expenses	7	–501.5	–364.6
Acquisition related personnel expenses	7	–200.8	–62.0
Other operating expenses	6, 8	–288.9	–199.3
Total operating expenses		–991.2	–625.9
Operating profit before depreciation and amortization (EBITDA)		506.1	970.2
Depreciation and amortization	5, 11, 12	–43.8	–37.5
Amortization of acquisition related intangible assets	27	–153.6	–54.8
Operating profit (EBIT)		308.7	877.9
Net financial income and expenses	9	–45.6	0.0
Profit before income tax		263.1	877.9
Income taxes	10	–86.9	30.8
Net income for the period from continuing operations		176.2	908.7
Net income for the period from discontinued operations	26	0.1	0.7
Net income		176.3	909.4
<i>Attributable to:</i>			
Owners of the parent company		176.3	909.4
Non-controlling interests		–	–
		176.3	909.4
<i>Earnings per share, EUR</i>	25		
before dilution		0.171	0.929
of which continued operations		0.171	0.928
after dilution		0.171	0.929
of which continued operations		0.171	0.928
<i>Average number of shares</i>			
before dilution		1,031,955,891	978,676,908
after dilution		1,032,594,481	978,931,156

Consolidated statement of comprehensive income

1 January – 31 December

EUR m	2022	2021
Net income	176.3	909.4
Other comprehensive income		
<i>Items that are or may be reclassified subsequently to the income statement</i>		
Foreign operations – foreign currency translation differences net of tax	–273.1	65.5
Other comprehensive income for the period	–273.1	65.5
Total comprehensive income for the period	–96.8	975.0
<i>Attributable to:</i>		
Owners of the parent company	–96.8	975.0
Non-controlling interests	–	–
	–96.8	975.0

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Consolidated balance sheet

EUR m	Note	31.12.2022	31.12.2021
ASSETS			
Non-current assets			
Goodwill	11	2,172.2	836.1
Other intangible assets	11	3,624.7	717.8
Property, plant and equipment	12	170.5	147.3
Financial investments	18	668.4	477.9
Other financial assets	18	40.4	34.1
Other non-current asset	5	15.2	15.1
Deferred tax assets	10	110.2	131.5
Total non-current assets		6,801.5	2,359.8
Current assets			
Current tax assets		29.4	13.0
Accounts receivable and other current assets	18, 13	350.4	204.7
Accrued but yet not paid carried interest	5	915.0	472.9
Acquisition related prepaid personnel expenses	27	791.0	194.1
Other prepaid expenses and accrued income		70.4	59.4
Cash and cash equivalents		644.9	587.9
Total current assets		2,801.1	1,531.9
TOTAL ASSETS		9,602.6	3,891.7

EUR m	Note	31.12.2022	31.12.2021
EQUITY AND LIABILITIES			
Equity	14		
Share capital		11.2	9.4
Other paid in capital		5,593.2	1,763.9
Reserves		-220.4	52.7
Retained earnings including net income		1,014.7	1,116.8
Total equity attributable to owners of the parent company		6,398.7	2,942.8
Non-controlling interest		-	-
Total equity		6,398.7	2,942.8
Liabilities			
Non-current liabilities			
Interest-bearing liabilities	15, 19	2,017.4	496.1
Lease liabilities	15, 19	100.1	95.4
Deferred tax liabilities	10	405.3	0.7
Total non-current liabilities		2,522.9	592.2
Current liabilities			
Lease liabilities	15, 19	31.4	22.5
Current tax liabilities		40.4	53.3
Accounts payable	18	15.8	8.0
Other liabilities	16	94.8	34.2
Accrued expenses and prepaid income	5, 17	498.6	238.6
Total current liabilities		681.0	356.7
Total liabilities		3,203.9	948.9
TOTAL EQUITY AND LIABILITIES		9,602.6	3,891.7

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Consolidated statement of changes in equity

EUR m	Attributable to owners of the parent company					Non-controlling interest	Total equity
	Share capital	Other paid in capital	Translation reserve	Retained earnings	Total equity		
Opening balance at 1.1.2022	9.4	1,763.9	52.7	1,116.8	2,942.8	–	2,942.8
Total comprehensive income for the period							
Net income				176.3	176.3		176.3
Other comprehensive income for the period			–273.1		–273.1		–273.1
Total comprehensive income for the period	–	–	–273.1	176.3	–96.8	–	–96.8
Transactions with owners of the parent company							
Dividends				–291.0	–291.0		–291.0
Share issues	1.8	3,829.5			3,831.3		3,831.3
Transaction cost (net of tax)		–0.1			–0.1		–0.1
Share-based bonus				12.7	12.7		12.7
Total transactions with owners of the parent company	1.8	3,829.3	–	–278.4	3,552.7	–	3,552.7
Closing balance at 31.12.2022	11.2	5,593.2	–220.4	1,014.7	6,398.7	–	6,398.7

EUR m	Attributable to owners of the parent company					Non-controlling interest	Total equity
	Share capital	Other paid in capital	Translation reserve	Retained earnings	Total equity		
Opening balance at 1.1.2021	9.1	837.4	–12.8	429.0	1,262.8	–	1,262.8
Total comprehensive income for the period							
Net income				909.4	909.4		909.4
Other comprehensive income for the period			65.5		65.5		65.5
Total comprehensive income for the period	–	–	65.5	909.4	975.0	–	975.0
Transactions with owners of the parent company							
Dividends				–233.9	–233.9		–233.9
Share issues	0.3	926.6			926.9		926.9
Transaction cost (net of tax)		–0.2			–0.2		–0.2
Share-based bonus				12.3	12.3		12.3
Total transactions with owners of the parent company	0.3	926.4	–	–221.6	705.1	–	705.1
Closing balance at 31.12.2021	9.4	1,763.9	52.7	1,116.8	2,942.8	–	2,942.8

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Consolidated statement of cash flows

EUR m	Note	2022	2021
Cash flows operating activities	20		
Operating profit (EBIT), continued operations		308.7	877.9
Operating profit (EBIT), discontinued operations incl transaction cost		–	–
Adjustments:			
Depreciation and amortization		197.4	92.3
Changes in fair value		–5.9	–73.3
Foreign currency translation differences		–14.2	8.0
Other non-cash adjustments		213.4	73.3
Recorded, yet not paid carried interest	5	–162.9	–437.0
Paid carried interest	5	190.3	155.8
Increase (–) /decrease (+) in accounts receivable and other receivables		–96.6	–148.3
Increase (+) /decrease (–) in accounts payable and other payables		18.1	105.8
Income taxes paid		–99.2	–46.3
Net cash from operating activities		549.2	608.2
Cash flows investing activities			
Investment in intangible assets		–0.2	–
Acquisition of property, plant and equipment		–30.8	–11.5
Investment in financial investments		–86.6	–488.2
Proceeds from disposals of financial investments		26.2	252.7
Interest received		6.7	0.6
Consideration paid net of acquired cash	27	–1,455.5	–631.6
Investment in non-current assets		–7.2	–17.3
Net cash from (+) / used in (–) investing activities		–1,547.6	–895.2

EUR m	Note	2022	2021
Cash flows financing activities			
Dividends paid		–291.0	–233.9
Repayment of borrowings		–23.9	–256.7
Proceeds from borrowings		1,483.1	496.0
Payment of lease liabilities		–14.2	–17.5
Interest paid		–8.7	–8.0
Share issues		–0.1	–0.2
Net cash from (+) / used in (–) financing activities		1,145.0	–20.3
Net increase (+) / decrease (–) in cash and cash equivalents		146.7	–307.3
Cash and cash equivalents at the beginning of the period		587.9	878.0
Foreign currency translation differences		–89.6	17.2
Cash and cash equivalents at the end of the period		644.9	587.9

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Notes

Note 1 General information

EQT AB (publ), reg. no. 556849-4180, is a company domiciled in Stockholm, Sweden with its ordinary shares listed on Nasdaq Stockholm. The visiting address is Regeringsgatan 25, 111 53 Stockholm, Sweden. The registered postal address is Box 16409, 103 27 Stockholm, Sweden.

The consolidated financial statements of the financial year ended as of 31 December 2022 comprise EQT AB ("the Company") and its direct and indirect subsidiaries, together referred to as the "EQT AB Group".

Note 2 Accounting policies

BASIS OF ACCOUNTING

Compliance with legislation and standards

The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) published by the International Accounting Standards Board (IASB) as adopted by the EU as of 31 December 2022. Additional disclosure requirements in the Swedish Annual Accounts Act (1995:1554) have been applied in accordance with RFR 1 Complementary Accounting rules for groups issued by the Swedish Financial Reporting Board.

EQT AB's consolidated financial statements were authorized for issue by the Board of directors and the CEO on 29 March 2023. The consolidated financial statements are subject to approval by the annual shareholders' meeting on 30 May 2023.

ACCOUNTING POLICIES

The accounting policies applied in these consolidated financial statements are the same as those applied in the annual report 2021.

A number of revised standards were also effective from 1 January 2022 but did not have any material effect on the EQT AB Group's consolidated financial statements.

Basis of measurement

Assets and liabilities are measured at historical cost, with the exception of financial investments which are measured at fair value.

Functional and presentation currency

The consolidated financial statements are presented in Euro (EUR). For the parent company the functional and reporting currency is Swedish Krona (SEK).

All amounts have been rounded to the nearest million Euro with one decimal, unless otherwise indicated. Rounding may apply in tables and

calculations, which means that the presented total amounts are not always an exact sum of the rounded amounts.

Classification

Non-current assets comprise amounts expected to be recovered or payment received after more than 12 months from the balance sheet date, while current assets comprise amounts expected to be recovered or payment received within 12 months from the balance sheet date. Non-current liabilities comprise amounts which the EQT AB Group, at the end of the reporting period, has an unconditional right to choose to pay later than 12 months after the end of the reporting period. If the EQT AB Group has no such right at the end of the reporting period – or the liability is expected to be settled within the normal operating cycle – the liability is reported as a current liability.

Use of judgments and estimates in the financial statements

Preparation of financial statements requires the use of judgment and accounting estimates that affect the application of the EQT AB Group's accounting policies and the reported amounts of assets, liabilities, income and expenses. Revisions of estimates are recognized prospectively.

The judgments, made by the management when applying IFRS, which may have significant effects on the financial statements and estimates that may contribute to significant adjustments in the financial statements of the following financial year are described in Note 3 Use of judgments and estimates.

STANDARDS ISSUED BUT NOT YET EFFECTIVE

New or revised standards and interpretations issued by the IASB and the IFRS Interpretations Committee but not yet effective, are expected to have an immaterial impact on the EQT AB Group's financial statements in the future periods of initial application.

BASIS OF CONSOLIDATION AND BUSINESS COMBINATIONS

Subsidiaries and control

Control

Subsidiaries are entities controlled directly or indirectly by EQT AB. The EQT AB Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

From an IFRS 10 perspective EQT AB Group is considered an investment entity.

In accordance with IFRS 10 an investment entity is an entity whose business purpose is to invest funds solely for returns from capital appreciation, investment income or both and evaluate the performance of its investments on a fair value basis. As an investment entity EQT AB Group is exempt from consolidating subsidiaries that are investments and measures them at fair value through profit or loss instead. Subsidiaries that serve in a supporting function such as investment services continue to be consolidated in accordance with IFRS 10 and those that are not providing investment services will be recognized at fair value instead of being consolidated.

Non-consolidated special entities

According to IFRS 10 Consolidation, an investor that has control over only specified and ring-fenced assets and liabilities within a legal entity, should, for consolidation purposes, treat portions of the entity as a deemed separate entity (silo). The specified assets of one silo is not available to meet obligations of other parts of the legal entity, including in the event of insolvency. Each silo's assets are the only source of payment for specified obligations of the silo. Silos that are not directly or indirectly controlled by EQT AB are not considered to be subsidiaries and are accordingly not consolidated. See Note 3 for further information of significant judgments used.

Funds

Each EQT fund, being composed of one or more Limited Partnerships (or the equivalent) is managed by a general partner and/or a manager (jointly "Fund Manager"). The Fund Manager is a direct or indirect subsidiary of EQT AB. The authority and powers of the Fund Manager are defined in the Limited Partnership Agreement (or similar).

Determining whether or not a Fund Manager should consolidate its managed funds is based on judgments of whether the Fund Manager is acting as a principal or an agent to the fund for accounting purposes. The assessment of the EQT AB Group's expected level of return is based on the funds' performance, i.e. the variable returns. Should a fund generate variable return EQT AB Group would be entitled to between two and seven percent of the variable return, which is not considered to meet the control criterion in IFRS on link between power and return. Instead, EQT AB Group is considered to be an agent in relation to the fund

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investors, for accounting purposes and, accordingly the funds are not consolidated.

Purchase price allocation of consolidated entities

The EQT AB Group accounts for business combinations using the acquisition method when control is transferred to the EQT AB Group. The method implies that acquisition of a subsidiary is considered a transaction by which the Group indirectly acquires the subsidiary’s assets and assumes its liabilities. An acquisition analysis determines the fair value of identifiable net assets acquired, liabilities assumed and any non-controlling interest. Transaction costs incurred are recognized directly in the income statement, with the exception of costs related to the issue of debt or equity securities.

Business combinations in which the consideration exceeds the fair value of separately recognized assets acquired and liabilities assumed, the difference is recognized as goodwill. Any negative difference is recognized in the income statement immediately.

Contingent considerations are measured at fair value at the date of acquisition. Obligations to pay contingent consideration that meet the definition of a financial instrument not classified as equity, are measured at fair value at each reporting date and subsequent changes in the fair value of the contingent consideration are recognized in the income statement. Contingent liability obligations classified as equity instruments are not remeasured and settlement effects are recognized within equity.

Transactions eliminated on consolidation

Intra-group receivables and liabilities, income or expenses and unrealized gains or losses arising from intra-group transactions, are eliminated. Unrealized losses are eliminated in the same way as unrealized gains, but only to the extent that there is no evidence of impairment.

FOREIGN CURRENCY

Transactions in foreign currencies are translated into the functional currency at the exchange rate at the date of the transaction. Functional currency is the currency in the primary economic environment in which an entity operates. Monetary assets and liabilities denominated in foreign currencies are translated into the functional currency at the exchange rate at the reporting date. Foreign currency differences are generally recognized in the income statement. Non-monetary assets and liabilities that are measured at fair value in a foreign currency are translated into the functional currency at the exchange rate when the fair value was determined. Non-monetary items that are measured based on historical cost in a foreign currency are translated at the exchange rate at the date of the transaction.

DISCONTINUED OPERATIONS AND DISPOSAL GROUPS HELD FOR SALE

Discontinued operations consist of the business segment Credit, as further described in Note 26 “Discontinued Operations”. This operation has been classified as discontinued operation as it represents a business segment that is available for sale and the divestment is highly probable within less than 12 months.

“Net income for the period from discontinued operations” is presented as a single amount after tax at the end of the Consolidated income statement. Comparative figures are restated.

From the date of classification as held for sale, assets and liabilities related to the disposal group are presented as a single current asset item and a single current liability item on the balance sheet, labelled “Assets classified as held for sale” and “Liabilities directly associated with assets classified as held for sale”. Comparative figures are not restated. At the time of classification of assets as held for sale, the assets are recognized at the lowest of their carrying amount and fair value less cost to sell. However, financial assets are exempted and are measured according to the accounting policies applicable to assets that are not classified as a holding for sale.

REVENUE

IFRS 15 Revenue from Contracts with Customers is based on a five-step model that requires revenue to be recognized when control over services and their benefits are transferred to the customer.

Revenue is measured based on the consideration specified in the contracts and exclude amounts collected on behalf of third parties, discounts and value added taxes.

The EQT AB Group’s revenue is generated from fund management services, carried interest and investment income.

The parties of agreements of fund management services comprise the EQT AB Group and the investors of each fund. Accordingly, the group of investors of each fund are identified as the customer of the EQT AB Group for accounting purposes. EQT AB Group is the recipient of the revenue.

For fund management services there is only one single performance obligation for each fund and its investors. The performance obligation comprises identifying and evaluating investment and divestment opportunities, providing support on structuring, fund management and monitoring and reporting on an ongoing basis over the life of each fund. The different activities are considered interrelated and part of the same obligation to perform fund management services for the benefit of the investors. EQT AB Group is entitled to consideration consisting of fixed fees based on either committed capital or the cost of invested capital, and variable profit sharing fully dependent on the performance of the relevant fund and the fund’s underlying investments.

The integrated revenue model of management fees and carried interest and investment income are described in more detail below.

The following describes the types of contracts, the services included in the performance obligations and when performance obligations are satisfied which determines the timing of revenue recognition.

Management fees

The performance obligation of the EQT AB Group is to manage and support the funds, through the Fund Managers, on an ongoing basis.

To manage and support on an ongoing basis represents a series of distinct services that increments on an ongoing basis and together is treated as one single performance obligation. Management fees are recognized over time over the life of each fund.

The management fee is based on agreements over the life of each fund, generally with the term of 10–12 years occasionally subject to one or more 12 months’ extension periods.

The fee charged is normally based on commitments until the termination of the commitment period and thereafter based on the total cost of investments not yet realized or written off. If any investments remain after the term date management fees are charged on the total acquisition cost of such investments but at a lower rate for each six-month period until the agreed extension period expires.

Typically the fees during the commitment and divestment period are payable half-yearly in advance and adjusted in the following half-year period, should any triggering events have occurred. Examples of triggering events include launch of a successor fund, commencement of the divestment period/end of commitment period and multiple closings in funds in fundraising.

Management fees also comprises some revenue services provided to Fund Managers of EQT funds raised before 2012. This revenue is recognized over time based on cost, plus an agreed profit margin, charged semi-annually in advance based on estimated cost, adjusted to actual cost plus margin at year-end.

Carried interest

Carried interest is a share of profits that the EQT AB Group receives through its holdings in the Special Limited Partners as variable consideration fully dependent on the performance of the relevant fund and the development of the fund’s underlying investments. The EQT AB Group is entitled to an agreed share of accumulated profits exceeding agreed thresholds (“hurdles”) over the expected life of each individual fund.

Recognition of carried interest is normally assessed based on a three-step model:

- Hurdle assessment; the total hurdle is determined by the sum of total accumulated drawdowns paid by the Limited Partners (“LPs”) and

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- total accrued minimum return attributable to the LPs (the “Preferred return”) as of the reporting date.
- Total discounted value assessment; the fair value of unrealized investments is determined as of the reporting date. The unrealized fair value will be adjusted, in accordance with established precautionary principles, to the extent that carried interest revenue should only be recognized once it is highly probable that the revenue would not result in a significant reversal of cumulative revenue recognized at final realization of the fund. The fund’s other assets/liabilities and any total proceeds from realized investments as of reporting date are then added to the equation, and thus constitutes the total discounted value of the fund.
 - Carried interest recognition assessment; if the total discounted value exceeds the total hurdle, carried interest revenue is recognized.

Revenue is only recognized to the extent it is highly probable that the revenue would not result in significant revenue reversal of any accumulated revenue recognized on final fund settlement. The reversal risk is managed through adjustments of current fair values of unrealized investments through discounts of normally 30 to 50 percent. The discount applied is based on the assessed risk level for each fund. The discount applied is reviewed semi-annually.

Carried interest is normally either payable on a whole fund basis, in installments at the time of realization of investments, or in combinations of the two. Payment is further subject to satisfaction of certain tests relating to claw backs i.e. repayment requirements on final settlement of the fund.

See Note 3 for further information of significant judgments used in the process of applying the accounting policies on revenue recognition of carried interest.

Investment income

Investment income consists primarily of changes in fair value of the EQT AB Group’s underlying fund investments. Changes in fair value are recognized in the income statement. Capital gains on realized investments are normally distributed within 3–5 days of an exit. For further information on accounting policies for financial instruments, see Note 2 “Financial instruments”.

Cost of obtaining a contract

The EQT AB Group, on a selective basis, makes use of placement agents or other local representatives/agents in certain jurisdictions, where its own personnel is not authorized to market the funds. The fee is capitalized as a non-current assets representing cost of obtaining contract. The cost of obtaining the contracts is expected to be recovered over the fund commitment period. The benefit of the cost is primarily considered

to be attributable to the period when the fund investments are carried out. Therefore, the useful life of the asset is the commitment period which is expected to be between three to six years. The asset is amortized on a straight-line basis.

LEASES

At inception of a contract, the EQT AB Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period in time in exchange for consideration. The lease contracts identified by the EQT AB Group mainly consist of office premises where the EQT AB Group is a tenant.

Measurement

The EQT AB Group recognizes a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of any costs to restore premises at the end of the lease term, less any lease incentives received.

The right-of-use assets are subsequently depreciated using the straight-line method from the commencement date to the end of the lease term. The lease term is estimated as the non-cancellable period plus any additional periods, covered by extension or termination options, that are judged to be reasonably certain to be used. In addition, the right-of-use assets are periodically reduced by impairment losses, if any, and adjusted for certain remeasurement of the lease liability. The right-of-use assets are depreciated during the lease term, generally three to ten years.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the EQT AB Group’s incremental borrowing rate. Generally, the EQT AB Group uses its incremental borrowing rate as the discount rate as the implicit rate is not readily determinable for the rented office premises.

The lease liability is subsequently measured at amortized cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or a rate or if the EQT AB Group changes its assessment of whether it will exercise an extension or a termination option. Re-assessment of the use of extension and termination options is made only in special situations, typically on occurrence of the last termination date within the previous lease term.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is

recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The EQT AB Group presents right-of-use assets in “Property, plant and equipment” and lease liabilities as a separate line item in the balance sheet.

Short-term leases and leases of low-value assets

The EQT AB Group has elected not to recognize right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months or less and leases of low-value assets. The EQT AB Group recognizes the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

FINANCIAL INCOME AND FINANCIAL EXPENSES

Financial income comprises primarily translation gains. Financial income also comprises interest on bank balances. Financial expense comprises translation losses and interest on interest-bearing liabilities and finance lease liabilities. Other financial income and expenses are insignificant.

Interest income and expense is recognized using the effective interest method. The calculation includes all fees and points paid or received between parties to the contract that are an integral part of the effective interest rate, transaction costs, and all other premiums or discounts.

TAX

Income tax expenses comprise current and deferred tax. Income tax is recognized in the income statement except when the underlying transaction is recognized in other comprehensive income or equity whereby related tax effect is recognized in other comprehensive income or equity.

Current tax comprises income tax payable or income tax receivable for the year. Current tax also includes any tax adjustments attributable to previous periods.

Deferred tax is recognized in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. However, recognition of deferred tax on temporary differences arising from initial recognition of goodwill are exempted. Deferred tax is measured based on how the underlying asset or liability is expected to be realized or settled. Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when realized, using tax rates enacted or substantively enacted at the reporting date.

Deferred tax assets are recognized for deductible temporary differences and tax losses–carry forward to the extent that it is probable they can be used. Deferred tax assets are reduced to the extent that it is no longer probable that the related tax benefit will be realized.

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FINANCIAL INSTRUMENTS

The EQT AB Group’s financial assets consist of financial investments, accounts receivable and other receivables and cash and cash equivalents. Financial liabilities comprise accounts payable, short and long-term interest-bearing liabilities and other financial liabilities.

Cash and cash equivalents consist of on-demand deposits with credit institutions.

Recognition and initial measurement

Accounts receivable are initially recognized when issued. All other financial assets and financial liabilities are initially recognized when the EQT AB Group becomes a party to the contractual provisions of the instrument.

Financial assets (other than accounts receivable) and financial liabilities are initially measured at fair value plus, for assets or liabilities not subsequently measured at fair value through the income statement, transaction costs that are directly attributable to their acquisition or issue. Accounts receivable are initially measured at the transaction price.

Classification and subsequent measurement of financial assets and financial liabilities

Financial assets

A financial asset is initially classified into one of three measurement categories. The classification depends on how the asset is managed (business model) and the characteristics of the asset’s contractual cash flows. The measurement categories for financial assets are as follows:

- Fair value through profit or loss (FVPL)
- Fair value through other comprehensive income (FVOCI)
- Amortized cost (AC)

Financial assets are measured at amortized cost if both of the following conditions are met:

- The financial asset is held within a business model whose objective is to realize the cash flows from the financial assets by holding the financial assets and collecting its contractual cash flows over the life of the assets and
- The contractual terms of the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets measured at amortized cost include accounts receivable, other long-term as well as short-term receivables and cash and cash equivalents.

Financial assets are measured at FVOCI if both of the following conditions are met:

- The financial asset is held within a business model whose objective is to realize the cash flows from the financial assets both by collecting the contractual cash flows and selling financial assets and
- The contractual terms of the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The EQT AB Group does currently not have any financial assets measured at FVOCI.

A financial asset shall be measured at FVPL unless it is measured at amortized cost or at FVOCI.

Financial assets measured at FVPL currently include Financial investments.

Financial liabilities

Financial liabilities are either measured at amortized cost or at FVPL. All of the EQT AB Group’s financial liabilities are measured at amortized cost using the effective interest rate method.

Derecognition of financial assets and financial liabilities

A financial asset is derecognized when the contractual rights to the cash flows from the asset expire, or when the EQT AB Group transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred.

The EQT AB Group derecognizes a financial liability when its contractual obligations are discharged or cancelled, or expire. A financial liability is also derecognized when its terms are modified and the cash flows from the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognized at fair value.

Liabilities to pay dividend are recognized as soon as the shareholders’ meeting has decided on the distribution of dividend.

Impairment of financial assets

A loss allowance is recognized to reflect the expected credit losses on financial assets not recognized at FVPL. For accounts receivable and contract assets, the loss allowance is measured at an amount equal to the expected losses under the entire lifetime of the accounts receivable and the contract assets. For other receivables and bank balances the loss allowance is measured at an amount equal to the 12 month expected credit losses, as long as there has been no significant increase in credit risk since initial recognition.

The 12 month expected credit losses are the portion of the expected credit losses that result from default events that are possible within 12 months after the reporting date or a shorter period if the expected life

of the instrument is less than 12 months. If there is a significant increase in credit risk, a loss reserve is instead recognized to reflect the expected credit losses under the entire lifetime of the asset.

Credit losses are measured as the present value of all cash shortfalls, i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the EQT AB Group expects to receive. Expected credit losses are discounted using the effective interest rate of the asset.

The loss allowance is deducted from the gross carrying amount of the assets in the balance sheet.

Impairment of financial assets measured at amortized cost are reversed if the expected losses decrease.

Financial guarantee contracts

Financial guarantee contracts are contracts that require the issuer to make specified payments to reimburse the holder for a loss that it incurs because a specified debtor fails to make payment when it is due in accordance with the original or modified terms of a debt instrument.

Financial guarantee contracts are initially measured at fair value and subsequently at the higher of i) the amount initially recognized less, when appropriate, the cumulative amount of income recognized in accordance with the principles of IFRS 15 Revenue from Contracts with Customers, and ii) the amount of the expected credit loss allowance determined in accordance with IFRS 9 Financial Instruments.

Fair value measurement

Fair value is the price that would be received on sale of an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal market or, in its absence, the most advantageous market to which EQT AB Group has access at that date.

When appropriate, the EQT AB Group measures the fair value of an instrument using the quoted price in an active market for that instrument. A market is regarded as active if transactions for the asset or liability take place with sufficient frequency and volume to provide pricing information on an ongoing basis.

If there is no quoted price in an active market, the EQT AB Group uses valuation techniques that maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The chosen valuation technique incorporates all of the factors that market participants would take into account in pricing a transaction.

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PROPERTY, PLANT AND EQUIPMENT

Owned assets

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses. The cost includes purchase price as well as expenditures directly attributable to put the asset in place and order to be used in accordance with the purpose of the acquisition. Accounting principles for impairment are described below.

Items of property, plant and equipment consisting of parts with different useful lives are treated as separate components of property, plant and equipment.

The carrying amount of an item of property, plant and equipment is removed from the balance sheet at disposal or when no future economic benefits are expected from the use or disposal of the asset. Gains or losses arising from disposal of an asset consist of the difference between sales price and the asset's carrying amount less cost of disposal. Gains and losses are recognized as other operating income/expense.

Right-of-use assets

Assets that are leased are measured in accordance with IFRS 16. Accounting principles for right-of-use assets and the corresponding liabilities, see Note 2 "Leases".

Subsequent expenditure

Subsequent expenditures are capitalized only if it is probable that future economic benefits associated with the asset will flow to the EQT AB Group and the cost can be measured reliably. All other subsequent expenditures are recognized as expense in the period they arise. Repairs are expensed on an ongoing basis.

Depreciation principles

Depreciation is made over the asset's estimated useful life using the straight-line method. Leased assets are also depreciated over the asset's useful life or, if shorter, the term of the lease considering any extension or termination options, that are judged to be reasonably certain to be used, see Note 2 "Leases".

The estimated useful life:	
Equipment	3–5 years
Leasehold improvements	3–10 years

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

INTANGIBLE ASSETS

Goodwill

As from the acquisition date, goodwill acquired in a business combination is allocated to each cash-generating unit (CGU) or group of cash-generating units of the EQT AB Group expected to benefit from the synergies of the combination. Goodwill is measured at cost less accumulated impairment losses. Impairment test is undertaken annually in the fourth quarter or more frequently if events or changes in circumstances indicate potential impairment loss, see below. Expenditures for internally generated goodwill are recognized in the income statement as expenses when incurred.

Other intangible assets

Other intangible assets constitutes acquired customer contracts, investor relationships, licenses and trademarks and are accounted for at cost less accumulated amortization and any accumulated impairment losses.

Subsequent expenditure

Subsequent expenditure are recognized as an asset only when it increases the future economic benefits embodied in the specific asset to which it relates. All other expenses are expensed as incurred.

Amortization principles

The amortization is made, applying the straight-line method, over the estimated useful life, unless the useful life is indefinite. Goodwill and other intangible assets with indefinite useful life or development assets that are not yet ready for use, are reviewed for impairment annually or more frequently if there are indications of any potential impairment from events or changes in circumstances. Intangible assets and determinable useful lives are amortized from the point in time they are available for the intended use.

Estimated useful life:

Investor relationships	15 year
Software	3 years
Trademark	5–8 years
Development costs	5 years
Customer contracts	Remaining term of contracts, between 4–15 years

Amortization methods and useful lives are reviewed at each reporting date and adjusted if appropriate.

IMPAIRMENT

At each reporting date, the EQT AB Group reviews its assets to determine whether there is any indication of impairment. IAS 36 Impairment of assets is applied for impairment of assets other than financial assets and deferred tax assets. Any impairment or remeasurement losses on assets exempted from IAS 36, are determined in accordance with the accounting policies described in other parts of these accounting policies.

Impairment of Property, plant and equipment and Intangible assets

An impairment loss is recognized if the carrying amount of an asset or its cash-generating unit or groups of cash-generating units, exceeds its recoverable amount. The recoverable amount is the higher of the value in use and the fair value less cost of disposal. Impairment tests are performed as soon as any indications of impairment losses arise for individual assets or cash-generating units.

Goodwill and development assets not yet ready for use, the recoverable amount is estimated at least annually, irrespective of any indication of impairment or not.

If an asset does not generate largely independent cash inflows and its fair value less cost of disposal cannot be used, the assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or cash-generating units.

In assessing value in use, the estimated future cash flows after tax are discounted to their present value using an after tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or cash-generating unit. An impairment loss is recognized if the carrying amount of an asset or cash-generating unit exceeds its recoverable amount. Impairment losses are recognized in the income statement. Any impairment loss to be recognized for a cash-generating unit is allocated primarily to goodwill and secondly pro rata to other assets of the cash-generating unit.

Reversal of impairment losses

Impairment of property, plant and equipment and intangible assets are reversed if there are indications that the need for impairment is no longer present and there has been a change in assumptions underlying the estimation of the recoverable amount. An impairment loss in respect of goodwill cannot be reversed. For other assets, an impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortization, if no impairment loss had been recognized.

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EQUITY

Purchase of treasury shares

Acquisitions of treasury shares are recognized as a reduction of equity. Proceeds from the sale of treasury shares are recognized as an increase in equity. Any transaction costs are recognized directly in equity.

Dividends

Dividends are recognized as a liability when the shareholders’ meeting has approved the dividend.

EMPLOYEE BENEFITS

Short-term employee benefits

Short-term employee benefits are estimated and are expensed as the related service is provided. A liability is recognized for the amount expected to be paid if the EQT AB Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Defined contribution plans

Defined contribution plans comprise the pension-plans in which the EQT AB Group’s obligation is limited to the fees the EQT AB Group undertakes to pay. In that case, the size of the employee’s pension depends on the fees paid by the EQT AB Group to the plan or to an insurance company and the return on capital invested. Consequently, it is the employee who carries the actuarial risk (the compensation will be lower than expected) and the investment risk (that the invested assets will be insufficient to provide the expected benefits). Obligations for contributions to defined contribution plans are expensed as the related service is provided.

Defined benefit plans

Defined benefit plans are plans for post-employment benefits other than defined contribution plans, where the employer is obligated to pay future pensions to the retiree on a certain benefit level.

Termination benefits

Termination benefits are expensed at the earliest of:

- When the EQT AB Group can no longer withdraw the offer of those benefits and
- When the EQT AB Group recognizes costs for a restructuring program including the terminations.

Benefits expected to be settled within 12 months of the reporting date are recognized as current liabilities. Benefits not expected to be settled within 12 months of the reporting date are recognized at present value as long-term liabilities.

Share-based payments

A share incentive program with separate annual grants during five years starting with a first performance year in 2019 is recognized as an equity-settled share-based payment. In each tranche, participants may earn a bonus during an initial performance year, for the sole purpose of investing in class C shares in EQT AB following said performance year. The shares cannot be sold during the following three-year period. No vesting conditions apply during this period. The expense is for each tranche recognized over the initial performance year, with a corresponding amount recognized directly in equity. Expense for social security charges is recognized in an equivalent manner, with a corresponding entry as a liability.

PROVISIONS

A provision differs from other liabilities due to uncertainties about the date of settlement or the amount required to settle the obligation. A provision is recognized in the balance sheet when a legal or informal obligation exists due to a past event and it is probable that an outflow of resources is required to settle the obligation and the amount can be measured reliably.

CONTINGENT LIABILITY

Disclosure of contingent liabilities is provided when there is a potential obligation attributable to past events and the existence of the obligation will be confirmed by one or several uncertain events, which are not within the EQT AB Group’s control, or when an obligation exists that is not recognized as a liability because it is not probable that an outflow of resources will be required to settle the obligation or the amount cannot be estimated with sufficient reliability.

Note 3 Use of judgments and estimates

The management of the EQT AB Group makes estimates and assumptions concerning the future as well as exercises judgment in applying the accounting principles when preparing financial statements. Estimates and judgments are continually evaluated and the assessments are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results. The sources of uncertainty in the assessments given below refer to those that entail a risk that the value of assets or liabilities may have to be significantly adjusted during the following year, together with significant judgments in the application of the EQT AB Group’s accounting policies.

IMPAIRMENT TEST OF GOODWILL

When calculating the recoverable amount of cash-generating units, several assumptions about future circumstances and estimates of parameters have been made. Changes to these assumptions and estimates could affect the carrying amount of goodwill (see Note 11). A declining growth rate and reduced operating margin would result in a lower recoverable amount. The reverse applies if the calculation of the recoverable amount is based on a higher growth rate or margin. Were future cash flows to be discounted at a higher rate of interest, the recoverable amount would be lower. Conversely, the recoverable amount would be higher with a lower discount rate. The impairment test for the period did not give rise to any impairment in respect of goodwill.

CARRIED INTEREST

Carried interest is a share of profits that the EQT AB Group receives through its holdings in the Special Limited Partners as variable consideration fully dependent on the performance of the relevant fund and the development of the fund’s underlying investments. The EQT AB Group is entitled to an agreed share of accumulated profits exceeding agreed thresholds (“hurdles”) over the expected life of each individual fund. Estimates are needed to assess the risk that achieved earnings will be reversed before realization, due to risk of lower future overall performance of the fund, considering the remaining exposure of unrealized investments and time until winding up of the fund.

Management of the EQT AB Group needs to make assumptions and use estimates when determining whether or not revenue should be recognized including the timing and measurement of revenue from carried interest. Revenue should only be recognized to the extent it is highly probable that the revenue would not result in significant reversal of any accumulated revenue recognized on final settlement. The reversal risk is managed through adjustments of current fair values of unrealized investments through discounts of normally 30 to 50 percent. The discount applied is based on the assessed risk level for each fund. The discount applied is reviewed semi-annually.

The carrying amount of the net contract asset related to carried interest at 31 December 2022 was EUR 915.0m (EUR 472.9m), see Note 5.

INVESTMENT INCOME

Investment income consist primarily of changes in fair value of the EQT AB Group’s underlying fund investments. Determining the fair value for the investments require subjective assessment with varying degrees of judgement regarding e.g. liquidity, pricing assumptions, the current economic and competitive environment and the risks affecting the specific financial asset. The valuation is determined based on management’s judgment about the assumptions to reflect what market participants would use in pricing the asset. The valuation techniques applied by the

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Note 3 cont.

EQT AB Group for valuing the financial investments are applied consistently, and only change if deemed necessary to reflect a representative fair value.

The carrying amount of financial investments at 31 December 2022 was EUR 668.4m (EUR 477.9m), see Note 18.

NON-CONSOLIDATED SPECIAL ENTITIES

According to IFRS 10 Consolidation, an investor that has control over only specified and ring-fenced assets and liabilities within a legal entity, should, for consolidation purposes, treat portions of the entity as a deemed separate entity, a so called “silo”. The silo concept means that the EQT AB Group only consolidates the silo and not the whole entity. The specified assets of one silo is not available to meet obligations of other parts of the legal entity. Each silo’s assets are the only source of payment for specified obligations of the silo. Silos that are not directly or indirectly controlled by EQT AB are not considered to be subsidiaries and are accordingly not consolidated.

EQT AB is an indirect investor in each EQT fund, typically through separate entities, one separate entity for each EQT fund. These indirectly owned entities have different shareholders with different economic rights and responsibilities. In general, these entities have different share classes, one share class tracking carried interest related movements and one share class tracking management fee related movements. The management fee share class is 100 percent held by the EQT AB Group and consolidated in full. The carried interest related share class tracks investments and proceeds from the EQT AB Group’s investments in the funds, via its holding in the Special Limited Partners, see Note 2 “Subsidiaries and control”.

Note 4 Operating segments

The CEO of EQT AB Group has been identified as the chief operating decision maker. EQT AB Group is divided into operating segments based on how the CEO reviews and evaluates the operation. The operating segments correspond to the internal reporting used to assess performance and to allocate resources.

EQT’s operations are divided into two business segments: Private Capital and Real Assets. The operations of both business segments consists of providing investment management services in the private investment markets. The investment management services comprise i.a. structuring and investment advice, investment management and monitoring as well as reporting and administrative services.

The business segment Private Capital consists of the business lines EQT Ventures, EQT Life Sciences, EQT Growth, EQT Private Equity, BPEA EQT, EQT Public Value and EQT Future. The business segment Real Assets consists of business lines EQT Value-Add Infrastructure, EQT Active Core Infrastructure and EQT Exeter.

The CEO assesses the operating segments based on the line items presented below, primarily on revenue and Gross segment results. Segment revenues has been adjusted by removing the fair value adjustment of acquired contractual rights to carried interest. Accordingly, the acquired contractual right to carried interest reflects the sellers carrying amount adjusted to EQT AB Group’s accounting policies, i.e. the accrued income excluding the fair value uplift made at the acquisition date in the consolidated accounts of EQT AB Group. The difference between the carrying amount and fair value of accrued carried interest is primarily due to the constraint requirements of IFRS 15 of variable performance-based income reflected through the application of the Group’s prudent revenue recognition model for carried interest. Expenses directly incurred by each respective business segment are included in Gross segment result, whereas items reported under Central have not been allocated to any business segment. Central consists of the fund operations organization as well as EQT AB Group management,

client relations and capital raising, EQT Digital and other specialist functions such as HR and finance. Central revenue arises from services provided to fund managers of EQT funds raised before 2012, as well as to certain other non-consolidated entities.

Reconciliations consists of revenue adjustments (see above) as well as items affecting comparability. Items affecting comparability in 2021 relate to an adjustment of the part of the consideration paid in shares subject to lock-up in relation to the acquisition of Exeter and transaction and integration costs as well as amortization of identified surplus values in relation to the acquisition. The part of the consideration paid in shares being subject to lock-up is treated as a personnel expense from an accounting perspective and recorded in the income statement over the lock-up period, see Note 6. Items affecting comparability in 2021 also include transaction costs relating to LSP as well as an adjustment relating to deferred tax recorded as a result of changes in local tax legislations. Items affecting comparability in 2022 mainly relates to an adjustment of the part of the considerations subject to lock-up and transaction and integration costs as well as amortization of identified surplus values in relation to performed acquisitions. The part of the considerations subject to lock-up is treated as a personnel expense from an accounting perspective and recorded in the income statement over the lock-up period.

GEOGRAPHICAL AREAS

EQT AB Group’s business of providing fund management services cannot reliably and fairly be reviewed by geographical areas. The EQT AB Group’s fund investors may often be located in multiple jurisdictions and the funds through which the fund investors invest are located in a few centers where fund management services are provided, principally Luxembourg.

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January–December 2022 EUR m	Private Capital	Real Assets	Central	Total adjusted	Items affecting comparability	Revenue adjustment	IFRS reported
Total revenues	747.1	779.1	10.3	1,536.5		–39.2	1,497.3
Personnel expenses				–491.5	–10.0		–501.5
Acquisition related personnel expenses				–	–200.8		–200.8
Other operating expenses				–215.5	–73.5		–288.9
Total operating expenses	–218.5	–207.5	–281.1	–707.0	–284.2	–	–991.2
Gross segment result ¹⁾ / EBITDA ²⁾	528.6	571.7	–270.8	829.5	–284.2	–39.2	506.1
Margin, %	70.8%	73.4%		54.0%			33.8%
Depreciation and amortization				–43.8			–43.8
Amortization of acquisition related intangible assets				–	–153.6		–153.6
EBIT				785.6	–437.7	–39.2	308.7
Net financial income and expense				–45.6			–45.6
Income taxes				–85.8	–1.1		–86.9
Net income for the period from continuing operations				654.2	–438.8	–39.2	176.2
Net income for the period from discontinued operations				–	0.1		0.1
Net income				654.2	–438.7	–39.2	176.3

1) Gross segment result relate to the segments Private Capital and Real Assets.

2) EBITDA relates to Central, Total adjusted and IFRS reported.

January–December 2021 EUR m	Private Capital	Real Assets	Central	Total adjusted	Items affecting comparability	Revenue adjustment	IFRS reported
Total revenues	952.3	652.8	18.1	1,623.3		–27.2	1,596.0
Personnel expenses				–364.6			–364.6
Acquisition related Personnel expenses				–	–62.0		–62.0
Other operating expenses				–159.0	–40.3		–199.3
Total operating expenses	–157.1	–130.9	–235.6	–523.6	–102.3	–	–625.9
Gross segment result ¹⁾ / EBITDA ²⁾	795.2	522.0	–217.5	1,099.7	–102.3	–27.2	970.2
Margin, %	83.5%	80.0%		67.7%			60.8%
Depreciation and amortization				–37.5			–37.5
Amortization of acquisition related intangible assets				–	–54.8		–54.8
EBIT				1,062.2	–157.1	–27.2	877.9
Net financial income and expense				0.0			0.0
Income taxes				–73.0	103.8		30.8
Net income for the period from continuing operations				989.2	–53.2	–27.2	908.7
Net income for the period from discontinued operations				–	0.7		0.7
Net income				989.2	–52.5	–27.2	909.4

1) Gross segment result relate to the segments Private Capital and Real Assets.

2) EBITDA relates to Central, Total adjusted and IFRS reported.

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Note 5 Revenue

MANAGEMENT FEES

The EQT AB Group earns management fees for fund management services, typically based on agreements over the life of each fund, generally with a term of 10–12 years. Management fee is a recurring revenue and the fees are predominately based on the committed capital during the commitment period and the cost of invested capital during the divestment period.

The management fee is payable half-yearly in advance and adjusted in the following half-year period should any triggering events occur. Examples of triggering events include launch of a successor fund, commencement of the divestment period/end of commitment period and multiple closings in funds in fundraising.

For further information of the EQT AB Group’s management fee, see Note 2 “Management fees”.

CARRIED INTEREST

Carried interest is a share of profits that the EQT AB Group receives through its holdings in the Special Limited Partners as variable consideration fully dependent on the performance of the relevant fund. Carried interest is either payable at the end of the life of the fund or paid as installments at the time of realized investments within each fund, or a combination thereof.

For further information of the EQT AB Group’s carried interest, see Note 2 “Carried interest”.

INVESTMENT INCOME

Investment income consists primarily of changes in fair value of the EQT AB Group’s underlying fund investments. Changes in fair value are recognized in the income statement. Capital gains on realized investments are normally distributed within 3–5 days of an exit.

CONTRACT ASSETS AND CONTRACT LIABILITIES

Contract assets are reported within Accrued but yet not paid carried interest and Other prepaid expenses and accrued income. Contract liabilities are reported within Accrued expenses and prepaid income, see Note 17.

Deferred income and accrued income are reported as contract assets and contract liabilities, respectively. The EQT AB Group presents contract assets and liabilities relating to carried interest and management fee separately. The contract asset and liability regarding management fee arise from timing differences between the time of generating the revenues and payment. The timing difference is mainly related to the beginning of the life of a fund, before the final close of a fund, or after the end of the commitment period of the fund.

Specifications of changes in contract assets and contract liabilities related to carried interest

EUR m	2022		2021	
	Contract assets	Contract liabilities	Contract assets	Contract liabilities
Opening balance	472.9	–	191.6	–
Revenue recognized during the period	162.9		437.0	
Realization of carried interest	–190.3		–155.8	
Acquisition of entitlement	512.9		–	
Translation differences	–43.4		–	
Closing balance	915.0	–	472.9	–

Specifications of changes in contract assets and contract liabilities related to management fee

EUR m	2022		2021	
	Contract assets	Contract liabilities	Contract assets	Contract liabilities
Opening balance	33.6	–9.6	119.5	–32.0
Transfers from contract assets recognized at the beginning of the period to receivables	–33.6		–119.5	
Revenue recognized that was included in the contract liability balance at the beginning of the period		9.6		32.0
Revenue recognized during the period not yet invoiced/ not yet chargeable	41.0		33.6	
Payment in advance during the period for performance obligations not yet performed		–23.6		–9.6
Closing balance	41.0	–23.6	33.6	–9.6

Cost of obtaining a contract

EUR m	2022	2021
Opening balance	15.1	3.3
Additions	7.2	17.3
Depreciation	–7.2	–5.5
Total changes net	0.0	11.8
Closing balance	15.2	15.1

LONG-TERM CONTRACTS

Management fee is normally calculated on the underlying EQT funds’ committed capital during the commitment period, between 3–6 years, depending on fund duration. After the commitment period has ended, the investment cost is used as basis for calculating management fee. During this period, management fee is based on the respective fund’s remaining invested capital measured at cost. In addition to management fees, the EQT AB Group may be entitled to carried interest via its holdings in Special Limited Partners as a variable consideration based on the performance of the fund and its underlying investments. The life of a fund is uncertain, and is depending on the progress of the fund management work, market development and both investment and divestment opportunities arising. The life of a fund is normally 10–12 years.

Carried interest is dependent on the performance of the investments, including volatility in the market, resulting in a large number of possible outcomes. Timing and magnitude of future revenue is therefore considered uncertain and cannot be reliably estimated. Accordingly, no such disclosures are provided. Disclosures of commitments are presented in Note 18.

CLIENTS

EQT AB Group has a broad client base where no single client comprises more than 10 percent of revenue.

Note 6 Other operating expenses

EUR m	2022	2021
Contracted consultants	20.8	15.3
External services ¹⁾	144.9	101.7
IT expenses and Office expenses	42.7	32.8
Administrative expenses ¹⁾	80.5	49.5
Total other operating expenses	288.9	199.3

¹⁾ Summary of items affecting comparability
In 2022 items affecting comparability of EUR 61.2m (External services) and EUR 11.8m (Administrative expenses) relates to transaction and integration costs as a result of performed acquisitions.
In 2021 items affecting comparability of EUR 31.3m (External services), EUR 8.1m (Administrative expenses) and 0.8 (IT Expenses and Office expenses) relates to transaction and integration costs as a result of the acquisition of Exeter.

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Note 7 Employees, senior executives and board of directors

GUIDELINES FOR REMUNERATION TO THE CEO AND OTHER SENIOR EXECUTIVES DURING 2022

At the annual shareholders’ meeting held on 1 June 2022, it was resolved to adopt the following guidelines for remuneration and other terms of employment for the CEO and other senior executives.

Guidelines for executive remuneration

The CEO, the deputy CEO and other members of the Executive Committee (executive management) fall within the provisions of these guidelines. To the extent a board member conducts work for EQT, in addition to the board work, consulting fees and other compensation for such work may be paid. The guidelines are forward-looking, i.e. they are applicable to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the annual shareholders’ meeting 2022. These guidelines do not apply to any remuneration separately decided or approved by the shareholders’ meeting.

EQT has a clear remuneration philosophy (including for variable cash) applicable across the whole Group which also governs the remuneration to the Executive Committee and links compensation to EQT AB Group’s business strategy, sustainability, long-term interests and long-term value growth for its shareholders.

Most important is to incentivize fund performance and ensure aligned interest with our limited partners in the EQT funds, EQT AB’s shareholders as well as EQT’s long term approach. EQT is a performance driven organization focused on long-term value creation in line with our culture. Team performance and individual performance are important – therefore we reward both. Performance is key to our success and we award higher performance with higher compensation.

To be able to achieve the business goals, EQT needs to be able to attract and retain world-class talent suitable for each role. To achieve this, EQT applies market competitive total compensation.

EQT compensates locally based on geography and in line with local practice and regulations, taking into account, to the extent possible, the overall purpose of these guidelines.

The principles in these guidelines enable EQT AB to offer the Executive Committee a competitive total remuneration.

For more information regarding the EQT AB Group’s business strategy, please see EQT AB’s webpage, www.eqtgroup.com.

EQT Share program

An incentive program, the EQT Share program, has been implemented in the EQT AB Group. The EQT Share program has been resolved by the shareholders’ meeting and is therefore excluded from these guidelines. The program includes members of the Executive Committee in EQT AB. The performance criteria used to assess the outcome of the program are distinctly linked to the EQT AB Group’s business strategy, sustainability, long-term interests and value growth for its shareholders. These performance criteria comprise financial targets, inter alia, revenue growth and EBITDA and in addition thereto the general competitiveness as well as the individual meeting or exceeding EQT AB’s highly set expectations on adding value to the EQT platform. The participants will invest a variable amount (financed by EQT) in C shares after a performance year, whereupon a three-year (approximately) holding period follows.

Type of remuneration, etc.

The remuneration shall be on market terms and may consist of the following components: fixed remuneration, variable cash remuneration, pension benefits and other benefits. Additionally, the shareholders’ meeting may – irrespective of these guidelines – resolve on, among other things, share-related or share price-related remuneration.

Fixed remuneration

The fixed remuneration, i.e. base salary, should be competitive and reflect responsibility and performance.

Variable remuneration

The satisfaction of criteria for awarding variable cash remuneration, within the EQT Bonus program, shall be measured over a period of one year. The variable cash remuneration may amount to no more than 200 percent of the annual base salary.

The EQT Bonus program consists of a performance assessment of the business as well as an individual performance assessment. Important business performance factors determining the size of the bonus is the success of the underlying business measured by business performance in the funds (investments and exits as well as portfolio and fund performance), business profitability, fundraising as well as organizational development. The individual performance is assessed versus agreed targets as well as meeting, exceeding or not meeting high set individual performance expectations for the individual in the current role.

To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated/determined when the

measurement period has ended. The remuneration committee shall be responsible for the evaluation so far as it concerns variable remuneration to the CEO. For variable cash remuneration to other members of the Executive Committee, the CEO shall be responsible for the evaluation. For financial objectives, the evaluation shall be based on the latest financial information made public by EQT AB.

The Executive Committee partly consists of owners of EQT AB. Owners with ownership above 1.5 percent of the shares of EQT AB may not be comprised by the EQT Bonus program, i.e. variable cash remuneration, nor the EQT Share program. Therefore, total remuneration for the majority of the Executive Committee consists of base salary, pension benefits and other benefits.

Pension

All members of the Executive Committee shall be covered by defined contribution pension plans, for which pension premiums shall be based on the members’ base salary and paid by the company during the period of employment. For current members of the Executive Committee pension contributions shall be based on base salary and follow contribution levels in accordance with local market practice, except for the application of a cap. For Sweden, this means that it shall be comparable to the old BTP-plan with a contribution cap for base salary exceeding 40 Income base amounts. The pension premiums shall amount to no more than 25 percent of the annual base salary.

Other benefits

Other benefits, such as insurances (health, life, travel), sports contributions or occupational health services, should be payable to the extent this is considered to be in line with market conditions in the market concerned. Premiums and other costs relating to such benefits may amount to no more than 25 percent of the annual base salary.

Termination of employment and terms for severance pay for the CEO

A twelve month notice period will apply if notice is given by the CEO or EQT AB. The CEO’s employment terms include a non-competition clause. If used, this would entitle the employee to an additional compensation corresponding to a maximum of twelve months’ salary, however, reduced by any remuneration paid by a new employer.

Termination of employment and terms for severance pay for senior executives

In the event of notice being given by the EQT AB Group, a notice period of nine months applies, while in the event of notice being given by the senior executive a period of notice of six months applies. The

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Note 7 cont.

senior executives’ employment terms also include a non-competition clause. If used, this entitles the employee to an additional compensation corresponding to a maximum of nine months’ salary, however, reduced by any remuneration paid by a new employer. Base salary during the notice period and severance pay may not together exceed an amount corresponding to the base salary for 18 months. When termination is made by the executive, the notice period may not exceed six months, without any right to severance pay.

Salary and employment conditions for employees taken into account during preparations of these guidelines

In the preparation of the board of directors’ proposal for these remuneration guidelines, salary and employment conditions for employees of the EQT AB Group have been taken into account by including information on the employees’ total income, the components of the remuneration and increase and growth rate over time, in the remuneration committee’s and the board of directors’ basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable.

The decision-making process to determine, review and implement the guidelines

The board of directors has established a remuneration committee. The committee’s tasks include preparing the board of directors’ decision to propose guidelines for executive remuneration. The board of directors shall prepare a proposal for new guidelines at least every fourth year and submit it to the shareholders’ meeting. The guidelines shall be in force until new guidelines are adopted by the shareholders’ meeting. The remuneration committee shall also monitor and evaluate programs for variable remuneration for the Executive Committee, the application of the guidelines for executive remuneration as well as the current remuneration structures and compensation levels in the EQT AB Group. The members of the remuneration committee, apart from Conni Jonsson, are independent of EQT AB and its Executive Committee. The CEO and other members of the Executive Committee do not participate in the board of directors’ processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

Deviation from the guidelines

The board of directors may temporarily resolve to deviate from the guidelines, in whole or in part, if in a specific case there may be special cause for the deviation and a deviation should be necessary to serve the EQT AB Group’s business strategy, sustainability, long-term

interests and long-term value growth for its shareholders, or to ensure the EQT AB Group’s financial viability. As set out above, the remuneration committee’s tasks include preparing the board of directors’ resolutions in remuneration-related matters. This includes any resolutions to deviate from the guidelines.

Description of material changes to the guidelines and how the views of shareholders’ have been taken into consideration

Compared to the guidelines previously adopted, the variable cash remuneration has been increased from no more than 100 percent of the annual base salary to no more than 200 percent of the annual base salary. The increase has been made in order for EQT to be able to attract and retain world class talent and be more closely aligned to the wider EQT remuneration philosophy.

PROPOSED GUIDELINES FOR EXECUTIVE REMUNERATION (REMUNERATION POLICY)

For future remuneration policy to be approved by the annual shareholders’ meeting 2023, see the proposal in the Board of directors’ report.

Salary and remunerations to employees

EUR m	2022	2021
Salaries, bonuses and remunerations	603.4	360.7
Pension expenses, defined contribution plans	16.5	10.4
Social security expenses	44.2	33.5
	664.0	404.5
Other personnel related expenses	38.2	22.1
Personnel expenses ¹⁾	702.3	426.6

¹⁾ Whereof EUR 200.8m (EUR 62.0m) relates to personnel expenses as a result of performed acquisitions, see Note 27.

Average number of employees

	2022	whereof women	2021	whereof women
USA	333	37%	196	35%
Sweden	323	46%	244	49%
UK	160	52%	103	45%
Luxembourg	107	48%	63	50%
Germany	100	40%	84	36%
The Netherlands	47	42%	27	59%
China, Hong Kong	43	55%	23	52%
Singapore	40	41%	22	41%
France	26	42%	20	41%
Australia	24	36%	13	34%
Spain	23	31%	19	34%
Denmark	23	57%	17	44%
Switzerland	21	52%	18	46%
Japan	20	40%	1	22%
Italy	16	42%	12	32%
South Korea	15	36%	–	–
Norway	10	32%	9	33%
China, Shanghai	8	53%	6	37%
Finland	7	29%	8	35%
India	4	21%	–	–
Poland	3	14%	1	38%
Brazil	1	0%	1	0%
Ireland	1	0%	1	0%
Mexico	1	0%	1	0%
Austria	1	100%	0	100%
Belgium	1	0%	–	–
Total	1,359	43%	888	43%

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Board and senior executives split by gender

Proportion of women	2022	2021
Board (parent company)	38%	50%
Senior executives	27%	13%

The EQT AB Group’s executive committee consisted of eleven persons in 2022, Christina Drews joined in June, from October Jean Salata joined, in November Ricardo Reyes and Gustav Segerberg joined as well. The executive committee consisted of eight persons in 2021. The senior executives are employed by different companies in the EQT AB Group.

REMUNERATION TO THE MEMBERS OF THE BOARD OF DIRECTORS

Fees and other remuneration to the members of the Board, including the chairperson, are resolved by the annual shareholders’ meeting.

At the annual shareholders’ meeting held on 1 June 2022, it was resolved that EUR 290,000 shall be paid to the chairperson of the Board and EUR 132,000 to each of the other board members who are not employed by the company. In addition, EUR 40,000 will be paid to the chairpersons of the audit committee, remuneration committee and sustainability committee, respectively, and remuneration to each of the other members of the relevant committees should be EUR 20,000 each. The board members are not entitled to any benefits following termination of their assignments as board members.

Salaries and other remunerations and pension expenses for the board of directors and senior executives

EUR m	2022	2021
Salaries, bonuses and remunerations	8.7	4.9
(whereof bonuses)	2.0	0.4
Share-based program	1.7	0.3
Pension expenses	0.4	0.4
	10.9	5.7

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Salaries and other remunerations to senior executives and board of directors

2022 EUR m	Base salary, board fee	Bonus	Pension expenses	Other benefits	Share- based program	Total
Chairperson of the board (Conni Jonsson)						
Remuneration from parent company	0.4	–	–	–	–	0.4
Remuneration from subsidiaries	0.1	–	0.0	–	–	0.1
Board member (Marcus Wallenberg)						
Remuneration from parent company	0.2	–	–	–	–	0.2
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Margo Cook)						
Remuneration from parent company	0.2	–	–	–	–	0.2
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Johan Forssell)						
Remuneration from parent company	0.2	–	–	–	–	0.2
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Diony Lebot)						
Remuneration from parent company	0.2	–	–	–	–	0.2
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Nicola Kimm)						
Remuneration from parent company	0.2	–	–	–	–	0.2
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Edith Cooper) ¹⁾						
Remuneration from parent company	0.1	–	–	–	–	0.1
Remuneration from subsidiaries	–	–	–	–	–	–

2022 EUR m	Base salary, board fee	Bonus	Pension expenses	Other benefits	Share- based program	Total
Board member (Gordon Orr) ¹⁾						
Remuneration from parent company	0.3	–	–	–	–	0.3
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Brooks Entwistle)						
Remuneration from parent company	0.1	–	–	–	–	0.1
Remuneration from subsidiaries	–	–	–	–	–	–
CEO (Christian Sinding)						
Remuneration from parent company	0.4	–	–	–	–	0.4
Remuneration from subsidiaries	0.1	–	0.0	0.0	–	0.2
Deputy CEO (Caspar Callerström) ²⁾						
Remuneration from parent company	0.2	–	0.0	0.0	–	0.3
Remuneration from subsidiaries	–	–	–	–	–	–
Other senior executives (11 persons)						
Remuneration from parent company	0.8	1.0	0.2	0.0	1.2	3.2
Remuneration from subsidiaries	3.2	1.0	0.1	0.0	0.5	4.9
Total	6.6	2.0	0.4	0.0	1.7	10.9
Remuneration from parent company	3.2	1.0	0.2	0.0	1.2	5.7
Remuneration from subsidiaries	3.4	1.0	0.2	0.0	0.5	5.2

¹⁾ Gordon Orr and Edith Cooper have during 2022 provided consultancy services to EQT in addition to their assignment as board members. Remuneration for such consultancy services are included in the column "Base salary, board fee". For further information, see Note 23.

²⁾ Deputy CEO until 11 October 2022.

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2021 EUR m	Base salary, board fee	Bonus	Pension expenses	Other benefits	Share- based program	Total
Chairperson of the board (Conni Jonsson)						
Remuneration from parent company	0.3	–	–	–	–	0.3
Remuneration from subsidiaries	0.1	–	0.0	0.0	–	0.1
Board member (Marcus Wallenberg)						
Remuneration from parent company	0.1	–	–	–	–	0.1
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Margo Cook)						
Remuneration from parent company	0.1	–	–	–	–	0.1
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Johan Forssell)						
Remuneration from parent company	0.1	–	–	–	–	0.1
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Diony Lebot)						
Remuneration from parent company	0.1	–	–	–	–	0.1
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Nicola Kimm)						
Remuneration from parent company	0.1	–	–	–	–	0.1
Remuneration from subsidiaries	–	–	–	–	–	–
Board member (Edith Cooper) ¹⁾						
Remuneration from parent company	0.2	–	–	–	–	0.2
Remuneration from subsidiaries	–	–	–	–	–	–

2021 EUR m	Base salary, board fee	Bonus	Pension expenses	Other benefits	Share- based program	Total
Board member (Gordon Orr) ¹⁾						
Remuneration from parent company	0.2	–	–	–	–	0.2
Remuneration from subsidiaries						
CEO (Christian Sinding)						
Remuneration from parent company	0.4	–	–	–	–	0.4
Remuneration from subsidiaries	0.1	–	0.0	0.0	–	0.2
Deputy CEO (Caspar Callerström)						
Remuneration from parent company	0.3	–	0.1	0.0	–	0.4
Remuneration from subsidiaries	–	–	–	–	–	–
Other senior executives (6 persons)						
Remuneration from parent company	0.5	0.4	0.1	0.0	0.3	1.4
Remuneration from subsidiaries	1.6	–	0.1	0.0	–	1.8
Total	4.5	0.4	0.4	0.1	0.3	5.7
Remuneration from parent company	2.7	0.4	0.2	0.0	0.3	3.6
Remuneration from subsidiaries	1.9	–	0.2	0.0	–	2.1

¹⁾ Gordon Orr and Edith Cooper have during 2021 provided consultancy services to EQT in addition to their assignments as board members. Remuneration for such consultancy services are included in the column "Base salary, board fee". For further information, see Note 23.

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REMUNERATIONS TO SENIOR EXECUTIVES AND OTHER EMPLOYEES

EQT AB Group has an internal Compensation Committee that establishes and approves levels of salary and other remuneration for the employees in EQT. The total remuneration may consist of base salary, bonus, share-based program, pension and other benefits. The bonus is related to annual achievement on both group wide and individual targets. Target achievement of bonus is determined in the beginning of the subsequent year. Most employees are part of the EQT Bonus program.

Variable remuneration for CEO

CEO Christian Sinding has not been part of the EQT Bonus program. Most executive committee members are entitled to variable remuneration through the EQT Bonus program.

Share-based program

At the annual shareholders' meeting held on 27 June 2019, it was resolved to implement a share program for the EQT AB Group employees. The objective of the program is to align employees' performance to the interest of the shareholders, based on performance metrics tailored to the Group's strategic goals on an annual basis. The intention is to ensure that all work towards the same goal of building a successful EQT platform and to reward employees for long-term value creation benefiting the Group. In addition, the share program will be an important tool for the Group to recruit, motivate and retain the best talent, which is vital in order for the Group to achieve long-term value growth for its shareholders.

The share program is divided into five separate annual grants, each subject to a duration of approximately four years before final conversion to ordinary shares, comprising a one-year performance period during each of the financial years 2019–2023, followed by a three-year holding period for each grant. A maximum of around 35 percent of the EQT AB Group employees will during the five annual grants (a maximum of around 180 EQT AB Group employees during the first annual grant and around 280 EQT AB Group employees during the fifth annual grant) be invited to participate in the program. Depending on the extent to which performance targets are met during the performance year, the participants will in or around March in the financial year following, be invited to receive a relevant number of class C shares. Thereafter, all class C shares allotted are subject to a three-year holding period, with no vesting conditions, after which the class C shares are converted into ordinary shares. The class C shares carry the same economic rights as ordinary shares in the company and carry one-tenth (0.1) vote each.

The amount for each participant to be settled in class C shares depends on the extent to which the performance targets have been achieved. The performance targets are measured during each year and are based on individual performance and the EQT AB Group's performance, on the basis of performance criteria set by the board of directors and communicated to eligible participants. The performance targets are tied to the EQT AB Group's financial targets, inter alia, revenue growth and EBITDA and in addition to the general competitiveness as well as the individual meeting or exceeding EQT's highly set expectations on adding value to the EQT platform.

The final assessment of the extent to which the performance targets have been achieved is made on a discretionary basis by the board of directors or by the remuneration committee, by themselves or by delegation. There is no automatic right to receive class C shares even if the performance targets, in whole or in part, could be considered to have been achieved.

The maximum total amount that may be invested into the share program for all participants is limited to a maximum of EUR 17m at each relevant time of allocation, and EUR 56m in total. Each participant's number of class C shares will be calculated by dividing the investment amount by the average price paid per share in the Company during ten days in conjunction with each allocation and applying a relevant currency exchange rate SEK/EUR. However, the maximum total number of class C shares that may be allocated to participants pursuant to such investment shall equal a maximum dilution of approximately 0.3 percent per annual grant, and approximately 1.0 percent in total, in each case in terms of total shares in the company.

The costs and dilution of the program are expected to have a marginal effect on the company's key ratios. In relation to the 2021 grant, 385,499 class C shares were allotted to the participants in the beginning of 2022. Total expense including social charges recognized, for the forth grant, as of year-end 2022 amounts to EUR 27.8m (EUR 27.2m). The amount excluding social charges EUR 24.2m (EUR 23.7m) will be settled in class C shares during 2023.

Other benefits

EQT AB Group offers all employees a variety of non-monetary benefits, such as occupational health service, health insurance, life insurance, employee fitness programs and sports contributions.

Certain investments by senior executives

Certain members of the board of EQT AB and senior executives of EQT AB Group, including the CEO of EQT AB, have invested in various carried interest and employee co-investment schemes related to the EQT funds. The returns (in the form of investment income and capital

appreciation) are fully dependent on the performance of the relevant fund and the fund's underlying investments.

Pension terms

The EQT AB Group has defined contribution plans that generally follows a specific table for level of contributions based on age and/or income level. Wherever possible, the contributions are only made on base salary up to locally set caps. Payments to these plans are made on a continuous basis according to the rules of each plan. The expenses for defined contribution plans in 2022 amounted to EUR 16.5m (EUR 10.4m).

The chairperson of the board, Conni Jonsson, has a defined benefit pension plan which has been secured through a trust. The defined benefit plan consists partly of a guaranteed amount corresponding to the accumulated amount of historical contributions and partly of a variable amount corresponding to the fair value of the trust's net assets in excess of the guaranteed amount. If the fair value of the trust's net assets is lower than the guaranteed amount EQT AB Group is obliged to contribute the difference. As of 31 December 2022, EQT AB Group's part of the fair value of the trust's net assets, converted to euro, amounted to EUR 3.0m (EUR 4.1m) and the guaranteed amount amounted to EUR 0.8m (EUR 1.1m). From January 2018, there have been no further contributions to the trust.

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Note 8 Audit fees and expenses

EUR m	2022	2021
KPMG		
Audit services	2.0	1.7
Tax consultancy	0.1	0.0
Other services	0.1	0.1
Other auditors		
Audit services	0.1	0.0

Audit services refer to the legally required examination of the annual report and the book-keeping, the board of director's and the CEO's management and any other audit examinations or agreed-upon procedures determined by contract. This includes other work assignments which rest upon the Company's auditor to conduct, and advising or other support justified by observations in the course of the audit.

Note 9 Financial income and expenses

EUR m	2022	2021
Interest income	8.5	0.6
Translation gains	23.4	60.7
Other financial income	0.1	0.0
Financial income	32.0	61.3
Interest expenses	-43.8	-8.0
Translation losses	-29.4	-49.7
Other financial expenses	-4.5	-3.6
Financial expenses	-77.7	-61.3
Net financial income and expenses	-45.6	0.0

All interest income and expenses from financial assets and financial liabilities are measured at amortized cost.

Note 10 Income taxes

EQT AB Group has operations in different jurisdictions. Each jurisdiction has its own tax legislation and regulations. Constant changes of the income tax rules and the interpretation of the legislation create exposures regarding income taxes. The complexity of rules related to income taxes in different jurisdictions and the accounting for these require management's involvement in judgments and estimates. These estimates might differ from the actual outcome.

EQT AB Group has documented guidelines, processes and controls for managing both income taxes and other taxes. Through these processes the Group ensures that tax risks are identified and mitigated through tax risk identification processes.

Taxes recognized in the income statement

EUR m	2022	2021
Current tax expense (-)/tax income (+)		
Current tax expense / income for the year	-72.0	-67.3
Tax attributable to prior years	-0.5	-6.8
	-72.5	-74.1
Deferred tax expense (-)/tax income (+)		
Deferred tax related to temporary differences	-14.4	104.9
	-14.4	104.9
Total reported income tax	-86.9	30.8

Reconciliation of effective tax rate (TBU)

EUR m	2022	2021
Profit before income tax	263.1	877.9
Tax at parent company's statutory rate 20.6% (20.6%)	-54.2	-180.8
Effect of:		
Foreign tax rates	-9.9	-4.8
Non-deductible expenses	-70.5	-3.9
Non-taxable income ¹⁾	61.1	228.0
Non-capitalized tax losses	-10.2	-
Tax attributable to prior years	-0.5	-6.7
Unrecognized tax losses	-2,6	-0.9
Reported effective tax	-86.9	30.8

¹⁾ Non-taxable income includes income that is not subject to taxation and income/entities not recognized for tax purposes under the normal corporate income tax regime of the relevant jurisdiction, e.g. dividends and capital gains subject to local participation exemption regimes.

Recognized deferred tax assets and liabilities
Change in deferred tax in temporary differences

EUR m	2022	
	Deferred tax asset	Deferred tax liability
Property, plant and equipment	2.2	0.5
Intangible assets ¹⁾	91.9	404.9
Other	4.2	0.0
Tax loss carry-forward	12.1	-
	110.2	405.3

EUR m	2021	
	Deferred tax asset	Deferred tax liability
Property, plant and equipment	1.6	0.4
Intangible assets ¹⁾	116.0	0.3
Other	1.9	0.0
Tax loss carry-forward	12.1	-
	131.5	0.7

¹⁾ Due to changes in local tax legislation EQT AB Group has in 2021 recognized a deferred tax asset of EUR 102.2m. The deferred tax asset is expected to be fully utilized, over the income statement, by 2027. As of the end of 2022, the deferred tax asset amounts to EUR 80.1m (EUR 95.0). The recognition of the deferred tax asset, being accounting driven and a result of temporary differences on group level, is not expected to have any impact on the cash tax to be paid.

The change in deferred tax in the balance sheet amounts to EUR -425.9m (EUR 131.1m). The part of the change not recorded in the income statement predominantly relates to the acquisition of BPEA and LSP.

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Note 11 Intangible assets

EUR m	Goodwill	Capitalized development costs	Intangible assets related to acquired businesses	Other intangible assets
Accumulated cost				
Opening balance 1.1.2022	836.1	12.1	773.3	108.0
Additions	1,362.9	–	3,274.8	0.2
Translation difference	–26.7	–	–212,1	–6.8
Closing balance 31.12.2022	2,172.2	12.1	3,835.9	101.4
Accumulated amortization and impairment				
Opening balance 1.1.2022	–	–12.1	–57.3	–106.2
Amortization	–	–	–153.6	–1.4
Translation difference	–	–	–1.4	7.2
Closing balance 31.12.2022	–	–12.1	–212.2	–100.4
Carrying amount	2,172.2	–	3,623.7	1.0
Accumulated cost				
Opening balance 1.1.2021	15.3	12.1	–	109.6
Additions	791.7	–	745.6	0.0
Translation difference	29.1	–	27.6	–1.6
Closing balance 31.12.2021	836.1	12.1	773.3	108.0
Accumulated amortization and impairment				
Opening balance 1.1.2021	–	–12.1	–	–99.4
Amortization	–	–	–54.8	–8.4
Translation difference	–	–	–2.5	1.6
Closing balance 31.12.2021	–	–12.1	–57.3	–106.2
Carrying amount	836.1	–	716.0	1.8

The Group’s intangible assets arise primarily from acquired businesses, see Note 27. These acquired intangible assets consist largely of goodwill but also trademark, contracts and investor relations. For information on amortization, see the accounting policies in Note 2.

Goodwill
Goodwill is mainly attributable to performed acquisitions, see Note 27, but also a small portion relating to the acquisition of EQT Partners AB, including subsidiaries, in 2007. Goodwill is tested for impairment at the lowest level within the EQT AB Group where goodwill is monitored for internal management purposes, which is the Real Asset segment and Private Capital segment respectively.

Impairment test of units containing goodwill
The recoverable amount was based on its value in use. The value in use was determined by discounting the expected future cash flows generated from the continuing use of the operation’s net operating assets. The following discount rates and long-term growth rates were used:

	31.12.2022	31.12.2021
Discount rate post-tax, %	8.8	8.0
Discount rate pre-tax, %	9.9	8.8
Annual cash flow growth beyond year 5, %	2.0	2.0

The discount rate used in the impairment test is the post-tax WACC, assuming no debt financing (i.e. equal to the cost of equity). The cost of equity has been calculated according to the Capital Asset Pricing Model (CAPM) and is based on the risk-free interest rate with addition of the market risk premium multiplied with the assumed beta value (based on beta values of similar quoted companies) and a size premium.

Cash flows were projected for a period of five years, assuming constant annual growth thereafter. The cash flow forecasts are based on the budget for the following year and the long term forecast for years two to five. The operating profit forecast was based on future outcomes taking into account past experiences. Terminal growth rate, assumed from year six and onwards, is applied to an assumed stable cash flow in year five.

The impairment test resulted in a value in use higher than the carrying amount with significant headroom. Management believes that any reasonable possible change in any of the key assumptions would not cause the carrying value of goodwill to exceed the recoverable amounts.

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Note 12 Property, plant and equipment

Owned assets

EUR m	Equipment	Leasehold improvement
Acquisition cost		
Opening balance 1.1.2022	13.2	41.6
Additions	4.1	17.0
Disposals	-1.1	-0.7
Translation difference	0.1	-0.2
Closing balance 31.12.2022	16.3	57.8
Depreciation		
Opening balance 1.1.2022	-9.4	-14.0
Depreciation	-1.7	-6.2
Disposals	1.1	0.0
Translation difference	-0.1	-0.1
Closing balance 31.12.2022	-10.1	-20.3
Carrying amount	6.2	37.5
Acquisition cost		
Opening balance 1.1.2021	12.4	31.7
Additions	0.8	10.6
Disposals	-0.4	-1.7
Translation difference	0.4	1.1
Closing balance 31.12.2021	13.2	41.6
Depreciation		
Opening balance 1.1.2021	-8.3	-10.3
Depreciation	-1.2	-5.0
Disposals	0.4	1.7
Translation difference	-0.2	-0.4
Closing balance 31.12.2021	-9.4	-14.0
Carrying amount	3.9	27.6

Right-of-use assets

EUR m	Office premises
Opening balance 1.1.2022	115.9
Depreciation	-27.4
Other changes, net	38.3
Closing balance 31.12.2022	126.8
Opening balance 1.1.2021	87.1
Depreciation	-17.4
Other changes, net	46.2
Closing balance 31.12.2021	115.9

Total Property, plant and equipment

EUR m	2022	2021
Equipment	6.2	3.9
Leasehold improvement	37.5	27.6
Office premises	126.8	115.9
Carrying amount	170.5	147.3

Note 13 Other current assets

EUR m	2022	2021
Expenses to be recharged	23.8	26.8
Drawdown receivable	57.2	40.2
Other receivables on fund	122.4	113.6
Other receivables	147.0	24.1
Total other current assets	350.4	204.7

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Note 14 Equity

Shares

	2022	2021
Ordinary shares		
Issued per 1 January	986,280,140	952,983,900
Reduction of share capital	–	–
New share issues	198,748,384	33,296,240
Issued per 31 December – paid	1,185,028,524	986,280,140
Total numbers of C shares outstanding	1,099,011	713,512
Total number of outstanding shares	1,186,127,535	986,993,652

All ordinary shares carry one vote and class C shares carry 0.1 vote. The class C shares carry the same economic rights as ordinary shares.

During 2022, and in line with the EQT share program, 385,499 of the class C shares issued during 2019 has been allocated to participants in the program and is hence outstanding as of 31 December 2022. Total number of class C shares held by EQT at 31 December 2022 amounted to 7,564,479.

Since 24 September 2019, EQT’s ordinary shares are listed on Nasdaq Stockholm Large Cap.

RESTRICTIONS ON TRANSFERABILITY

All Partners who in total owned approximately 57 percent of the shares in EQT AB at the time of the listing in 2019 agreed, with certain exceptions, not to, without prior written consent from EQT AB, transfer or dispose of their respective holdings in EQT AB (as per the day before the first day of trading) during a period of five years after the first day of trading. These lock-up undertakings were to expire with respect to 25 percent in September 2022 and an additional 25 percent in September 2023, provided that the employment within the EQT AB Group had not been terminated by either party on said date.

EQT AB has hereafter (i) granted individual waivers from the lock-up undertakings with respect to EQT AB’s shares for a limited number of individuals, primarily related to discontinued and divested business lines, and (ii) on 7 September 2021 resolved on, and implemented, a revision of the lock-up undertakings. Through the revision, the lock-up period under the lock-ups was prolonged, alongside a partial lock-up release by way of allowing for a total sale of shares corresponding to six percent of EQT AB’s share capital as per 7 September 2021. Shares corresponding to an additional eight percent of

EQT AB’s share capital as per 7 September 2021 will be released in September 2023, and the remaining shares subject to lock-up will thereafter be released on an annual basis from September 2024 to 2026 and for the most senior Partners, to 2028. The Partners in the EQT AB Group committed to re-invest 50 percent of the net proceeds from the lock-up release in September 2021 into EQT funds.

The shares issued by EQT AB as consideration to the sellers of Exeter in April 2021, corresponding to 3.3 percent of EQT AB’s share capital as per 31 December 2021, are subject to lock-up undertakings in line with the lock-up undertakings entered into by Partners in connection with the listing. 25 percent were released during Q4 2022, 25 percent will be released during Q4 2023 and the remaining 50 percent during Q4 2024. In October 2022, the lock-up undertakings was revised to allow for pledge of the shares under lock-up. The lock-up undertakings also include vesting conditions under a “leaver put option clause”. These lock-up undertakings were not included in the lock-up revision described above.

The shares issued by EQT AB as consideration to the sellers of Life Science Partners in February 2022, corresponding to 0.8 percent of EQT AB’s share capital as per 28 February 2022, are subject to customary lock-up terms, which will expire four years after the completion of the acquisition.

The shares issued by EQT AB as consideration to the sellers of BPEA in October 2022, corresponding to 16 percent of EQT AB’s share capital as per 18 October 2022, are subject to lock-up undertakings. The shares issued for BPEA’s CEO and certain other senior and former senior BPEA employees are subject to lock-up undertakings in line with the lock-up undertakings entered into by Partners in connection with the listing. 10 percent will be released in September 2023 and the remaining shares will thereafter be released in equal annual installments of 20 percent from September 2023 to September 2028. The lock-up undertakings also include a share forfeiture mechanism. Affiliated Managers Group, Inc., which owned 15 percent of BPEA, had 75 percent of the EQT AB shares released at closing and 25 percent subject to a lock-up period of 180 days on basis of a customary lock-up agreement for an institutional investor.

The shares within the share program constitute non-listed class C shares, with rights to receive dividends and with 0.1 vote, that will be held for three years before being converted into ordinary shares that can be traded.

Other than the above there are no restrictions on the transferability of the EQT AB shares due to statutory provisions, the articles of association or, as far as the Company is aware, any agreement.

EQUITY MANAGEMENT

The EQT AB Group maintains a financial position that supports the confidence of investors, creditors and the market, and provides a basis for continued development of business operations, and that the long-term returns generated to the shareholders are satisfactory.

DIVIDEND DISTRIBUTION TO THE OWNERS OF THE PARENT COMPANY

The Board of directors proposes a dividend to the shareholders of SEK 3.00 per share for the fiscal year 2022. The dividend is proposed to be paid out in two equal installments, SEK 1.50 with record date 1 June 2023 and SEK 1.50 with record date 30 November 2023.

The Board of directors of EQT AB has adopted a dividend policy which aims to generate a steadily increasing annual dividend in absolute euro-denominated terms.

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Note 15 Interest bearing liabilities

For more information regarding the EQT AB Group’s exposure to interest risks and foreign currency risks, in respect of interest-bearing liabilities, see Note 18.

EUR m	2022	2021
Non-current liabilities		
Lease liabilities ¹⁾	100.1	95.4
Bond loan ²⁾	2,017.4	496.1
	2,117.5	591.5
Current liabilities		
Short-term loans	–	–
Loans from credit institutions	–	–
Current portion of lease liabilities ¹⁾	31.4	22.5
	31.4	22.5

¹⁾ Lease liabilities, for further information, see Note 19.
²⁾ Bond loan, for further information, see Note 18.

Note 16 Other liabilities

EUR m	2022	2021
Other current liabilities		
Drawdown	2.8	0.3
Other	91.9	33.9
	94.8	34.2

Note 17 Accrued expenses and prepaid income

EUR m	2022	2021
Accrued personnel expenses	195.8	175.1
Accrued consultancy fees	38.1	23.8
Other accrued expenses	160.0	20.5
Prepaid income	104.7	19.2
	498.6	238.6

Note 18 Financial instruments and financial risks

FINANCIAL RISK MANAGEMENT FRAMEWORK

The EQT AB Group conducts a risk management framework to mitigate and control EQT AB Group’s financial risks in a cost-efficient manner. The financial risk management is covered in the EQT AB Group Finance Policy. The policy is reviewed yearly, and any new version must be approved by EQT AB Group’s Board of directors who has the ultimate responsibility for the establishment and control mechanisms of the Group’s risk management. The EQT AB Group is exposed to the following financial risks:

- Credit risk
- Liquidity risk
- Market risks (interest rate risk, currency risk, revaluation risk of holdings in EQT funds)

CREDIT RISK

Credit risk arises from the potential financial loss in the event a counterparty to EQT AB Group is unable to fulfil its obligations towards the EQT AB Group. This relates primarily to receivables and contract assets, cash held at bank accounts, any derivative instruments outstanding with a positive fair value and any financial guarantees. The credit risk exposures are regularly reviewed to assess exposures and concentrations of risks in accordance with procedures set out in EQT AB Group’s Treasury Guidelines.

The book value of financial assets represents the EQT AB Group’s maximum exposure to credit risks. At 31 December 2022 financial assets amounted to EUR 2,668.8m (EUR 1,823.5m). The financial guarantees are further described below under heading Financial guarantees.

Receivables and contract assets

The Group’s exposure to credit risk from receivables and contract assets is defined by the characteristics of the individual counterparties, primarily consisting of EQT funds. Credit risks are reviewed on a regular basis and there are no significant credit risks identified as of the balance sheet date, nor have there been any during the reporting period.

The Group regularly reviews expected credit losses for receivables and contract assets, primarily based on historical losses. The Group has historically not suffered any material losses from receivables and contract assets and there are no receivables post due at the balance sheet date (none). The expected credit loss at the balance sheet date is therefore considered insignificant (insignificant).

Cash and cash equivalents

The financial credit risk exposure mainly arises from cash deposits held on bank accounts. EQT AB Group’s Treasury Guidelines stipulates which banks that are approved for cash deposits and relationships are closely monitored by the Group’s Treasury department. The minimum official credit rating for a counterparty, in terms of deposits, is BBB (S&P, or S&P equivalent). As of 31 December 2022, the Group held cash and cash equivalents of EUR 644.9m (EUR 587.9m).

Expected credit losses are assessed on a regular basis primarily based on external credit ratings for the counterparties and information about historical losses. The EQT AB Group has historically not suffered any losses from cash and cash equivalents. As of 31 December 2022, the expected credit losses is considered insignificant and reflects the short maturities of the deposits and the credit quality of counterparties reflected in the external credit ratings (insignificant).

Distribution of cash and cash equivalents by credit rating of counterparties:

Credit rating	31.12.2022
A+	79%
A–	21%
BBB+	0%
Total	100%

Credit rating	31.12.2021
A+	90%
A–	10%
BBB+	0%
Total	100%

Financial guarantees

The EQT AB Group has guaranteed to cover certain carried interest claw-back obligations related to the EQT VIII, EQT IX, EQT X, EQT Growth, EQT Future, EQT Infrastructure IV, EQT Infrastructure V and EQT Infrastructure VI funds. Under the limited partnership agreement of each applicable fund vehicle, an assessment will be made at termination of the fund to determine if there has been an overpayment of carried interest to the Special Limited Partner (being the recipient of carried interest). Any overpayment of carried interest will in the first

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instance be satisfied by a return of amounts which are placed into escrow to cover a claw-back scenario. In the unlikely event that amounts held in escrow would be insufficient to cover the claw-back liability, then the guarantee may be called upon to cover the balance. At 31 December 2022, no carried interest had been generated, nor paid, from EQT IX, EQT X, EQT Growth, EQT Future, EQT Infrastructure IV, EQT Infrastructure V or EQT Infrastructure VI (none). EQT VIII has generated and paid EUR 75.2m in carried interest (49.0). As of 31 December 2022, it is estimated that EQT AB Group does not have any exposure related to these guarantees (none).

For the benefit of a working capital facility for a number of carry schemes, the EQT AB Group has issued a guarantee of EUR 100.0m (100.0m) to the financial institution providing this facility. According to the terms of this guarantee, the EQT AB Group will pay to the financial institution the relative amount due under the facility agreement if a carry scheme is in default on debt repayment, i.e. the maximum exposure to credit risk, at 31 December 2022 amounts to EUR 100.0m (EUR 100.0m).

In order to facilitate certain individuals' financing, through loans from a financial institution, of investments in carry schemes related to funds raised since 2015, the EQT AB Group has issued guarantees to the relevant financial institution. According to the terms of these guarantees, the EQT AB Group will pay to the lender any amounts due under the loan agreements due to the individuals being in default on debt repayment. In addition, the individuals have entered into agreements with the EQT AB Group, by which they have agreed to reimburse the EQT AB Group for any amount that the EQT AB Group has paid to the lender under the guarantee. The total amount covered by the guarantees, i.e. the maximum exposure to credit risk, at 31 December 2022 amounts to EUR 34.6m (EUR 36.7m).

The amounts related to financial guarantees has not had any significant effect on the EQT AB Group's financial position at 31 December 2022 and has not affected the EQT AB Group's profit or loss for 2022.

LIQUIDITY RISK

The EQT AB Group's liquidity risk relates to its ability to meet obligations associated with liabilities and commitments that are settled by cash payments. The EQT AB Group manages its liquidity risk by ensuring sufficient liquidity to meet its obligations when due under both normal as well as stressed conditions. The Group performs cash forecasting, updated at least on a monthly basis. On 21 December 2020, EQT signed a five-year EUR 1 billion revolving credit facility (RCF). The RCF is not limited to a specific currency, it can be utilized in both EUR and USD, by both EQT AB and EQT Treasury AB. On 25 April 2022 the RCF was increased to EUR 1.5 billion. As of 31 December 2022

the RCF was undrawn. On 14 May 2021, EQT AB issued a EUR 500m sustainability-linked bond with a maturity of 10 years. The annual coupon rate is 0.875 percent. On 6 April 2022, EQT AB issued a EUR 750m sustainability-linked bond with a maturity of 6 years and a coupon rate of 2.375 percent, and also a EUR 750m sustainability-linked bond with a maturity of 10 years and a coupon rate of 2.875 percent. The bonds further increased the EQT AB Group's financial flexibility and are used for corporate purposes, supporting the EQT AB Group's growth initiatives and long-term strategy. Both the RCF and the bond are linked to ESG-related objectives, meaning that the interest rates of the bond and the RCF are increased if the targets are not achieved, and the interest rate of the RCF is lowered if the targets are met. It underscores EQT's approach to sustainability as an integral part of the EQT AB Group's business model and the EQT funds' portfolio companies. Cash and cash equivalents as of 31 December 2022 amounted to EUR 644.9m (EUR 587.9m).

Distribution of remaining contractual cash flows of the EQT AB Group's financial liabilities:

EUR m	Carrying amount	Total	Expected maturity		
	31.12.2022		2023	2024	After 2024
Interest-bearing liabilities	2,017.4	2,017.4	0.0	0.0	2,017.4
Accounts payable	15.8	15.8	15.8	–	–
Other liabilities	59.3	59.3	59.3	–	–
Accrued expenses	194.3	194.3	194.3	–	–
Leasing liabilities	131.5	141.3	30.0	28.3	83.0
Remaining commitments		1,057.2			
Total	2,418.2	3,485.3	299.3	28.3	2,100.4

EUR m	Carrying amount	Total	Expected maturity		
	31.12.2021		2022	2023	After 2023
Interest-bearing liabilities	496.1	496.1	0.0	0.0	496.1
Accounts payable	8.0	8.0	8.0	–	–
Other liabilities	9.0	9.0	9.0	–	–
Accrued expenses	37.7	37.7	37.7	–	–
Leasing liabilities	117.9	125.4	24.7	22.1	78.6
Remaining commitments		602.6			
Total	668.7	1,278.8	79.4	22.1	574.7

Translation into EUR of amounts denominated in foreign currency has been done using the exchange rate at the end of the reporting period.

Accounts payables have a maturity of less than one year. Other payables include drawdown notices issued by the Special Limited Partners in the funds, normally with payment terms of 10 days.

At 31 December 2022, the EQT AB Group had remaining commitments to invest in multiple EQT funds and fund related vehicles of a total amount of EUR 1,057.2m (EUR 602.6m). The commitments are called over time, normally between one to five years following the commitment.

INTEREST RATE RISK

The EQT AB Group's interest rate risk, related to fluctuations in market interest rates with potential impact on the EQT AB Group's net financial income, is limited as the Group's only long-term interest-bearing debt as of 31 December 2022 are the sustainability-linked bonds with 6- and 10-year fixed coupon rates, subject to ESG-related objectives. Should the EQT AB Group be exposed to interest rate risk, the EQT AB Group Finance Policy allows for use of derivatives to manage the risk.

As of 31 December 2022 the EQT AB Group's interest rate risk mainly relates to interest rates received/paid on cash deposits, which normally do not exceed the National bank rate for the relevant currency. Changes in cash deposits interest rates will affect the Group's interest income. If all interest rates on cash deposits would increase by 25 basis points, the EQT AB Group's annual interest income would increase by EUR 1.6m (EUR 1.5m), assuming the same level of cash deposits as of the balance sheet date.

EQT AB Group is not exposed to significant cash flow risk due to changes of market interest rates in its lease liabilities, even if cash-flows are subject to index adjustments for certain contracts.

FOREIGN CURRENCY RISK

The Group's foreign currency risk relates to potential changes in exchange rates with impact on the Group's income statement and/or the value of its assets and liabilities.

The Group's income is primarily denominated in EUR and/or USD and its expenses are primarily denominated in EUR, GBP, SEK and USD. Expenses are also denominated in AUD, BRL, CHF, CNY, CZK, DKK, HKD, INR, JPY, KRW, NOK, PLN and SGD. In most subsidiaries, the income and expenses are denominated in the same currency as the functional currency of the entity and does therefore not create any currency effects in the Group's income statement. The Group's presentation currency is EUR. Income and expenses denominated in EUR are therefore not directly affected by changes in exchange rates. However, when income and expenses arise in entities with a functional currency other than EUR, the Group's operating profits will be

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affected by changes in exchange rates in the period between initial recognition of revenue or expense and settlement.

The exposure to foreign currency risk is primarily related to the parent company, EQT AB, and the subsidiary EQT Partners AB, both with the functional currency SEK. The currency risk arises as the majority of the income in these entities is denominated in EUR and the expenses are in SEK. In 2022, EUR 283.8m (EUR 234.7m) of income in these two entities (97 percent of total income) were denominated in EUR. In 2022, currency effects of EUR 2.0m (EUR –7.3m) were recognized in the Group’s operating profit.

The Group’s exposure to foreign currency risk at the balance sheet date is primarily related to receivables, cash balances and liabilities held in currencies other than the functional currency of the entity. This exposure primarily arises in the parent company, EQT AB and in the subsidiary, EQT Partners AB, due to receivables, cash balances and liabilities in EUR and USD. A strengthening/weakening of the EUR and USD by 5 percent against SEK at 31 December 2022 would affect the value of those assets, liabilities and the Group’s income statement by approximately EUR +/-94.8m (holding all other factors constant) (EUR+/-31.1m). The sensitivity presented reflect the balances at the balance sheet date.

The Group is also exposed to currency risk when translating the balance sheets and income statements of the parent company and the subsidiaries with a functional currency other than EUR into the presentation currency of the Group. The balance sheets are translated using the exchange rate at the balance sheet date and the income statements are translated using the average exchange rate for the period. The translation effect is recognized in other comprehensive income and accumulated in equity for the Group. The translation effect recognized in other comprehensive income in 2022 was EUR –273.1m (EUR 65.5m).

Generally, the exposure to foreign currency risk is not hedged. However, EQT AB Group’s Finance Policy allows forward contracts to be used to buy future needs of foreign currencies in advance.

No speculative trading with currencies is allowed according to the EQT AB Group Finance Policy.

REVALUATION RISK

The EQT AB Group is exposed to revaluation risk in the form of changes in the Net Asset Value (NAV) for financial investments held by the EQT AB Group classified at fair value through profit or loss. The risk of changes in NAV is a natural consequence of the EQT AB Group’s business and the risk is not hedged in any way. The effect of changes in the NAV on the EQT AB Group’s profit or loss is presented below under the heading “Sensitivity analysis of fair values”.

Classification of financial assets and liabilities in measurement categories

Distribution of carrying amounts of financial assets and financial liabilities by measurement categories stipulated by IFRS 9.

31.12.2022, EUR m	Fair value through profit or loss	Financial assets at amortized cost	Financial liabilities at amortized cost	Total
Financial assets				
Investments	668.4	0.0		668.4
Other long-term assets	20.6	19.8		40.4
Accounts receivable		0.0		0.0
Other current assets		350.4		350.4
Accrued income		964.7		964.7
Cash and cash equivalents		644.9		644.9
Total financial assets	689.0	1,979.8	–	2,668.8
Financial liabilities				
Interest-bearing liabilities			2,017.4	2,017.4
Accounts payable			15.8	15.8
Other liabilities			59.3	59.3
Accrued expenses			194.3	194.3
Total financial liabilities	–	–	2,286.7	2,286.7

31.12.2021, EUR m	Fair value through profit or loss	Financial assets at amortized cost	Financial liabilities at amortized cost	Total
Financial assets				
Investments	477.9	0.0		477.9
Other long-term assets	20.5	13.6		34.1
Accounts receivable		0.0		0.0
Other current assets		204.7		204.7
Accrued income		519.0		519.0
Cash and cash equivalents		587.9		587.9
Total financial assets	498.4	1,325.1	–	1,823.5
Financial liabilities				
Interest-bearing liabilities			496.1	496.1
Accounts payable			8.0	8.0
Other liabilities			9.0	9.0
Accrued expenses			37.7	37.7
Total financial liabilities	–	–	550.8	550.8

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During 2022 EQT AB has issued sustainability-linked bonds (classified as an interest-bearing liability in the balance sheet) with a fixed coupon rate linked to ESG-related objectives. Fair value as of 31 December 2022 amounted to EUR 1,650.0m (carrying amount EUR 2,017.4m). For EQT AB Group's other financial assets and liabilities (accounts receivables, other current assets, accrued income, cash, deposits, accounts payables, other liabilities and accrued expenses) the carrying amounts are considered reasonable approximations of their fair values. This also holds for other long-term assets and interest-bearing liabilities since these carry variable interest and therefore the fair value is not significantly affected by changes in the market interest rates.

FAIR VALUE MEASUREMENT

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal, or in its absence, the most advantageous market to which the EQT AB Group has access to at that date. The fair value of a liability reflects its non-performance risk.

The EQT AB Group measures fair values using the following fair value hierarchy that reflects the significance of the inputs used in making the measurements:

- Quoted prices (unadjusted) in active markets for identical assets or liabilities (level 1).
- Inputs – other than quoted prices included within level 1 – that are observable for assets or liabilities, either directly (that is, as prices) or indirectly (that is, derived from prices) (level 2).
- Inputs for assets or liabilities that are not based on observable market data (that is, unobservable inputs) (level 3).

EQT AB Group measure investments in investment programs at fair value in the balance sheet. The fair values for these investments at 31 December 2022 was EUR 668.4m (EUR 477.9m) and is calculated using inputs that are not based on observable market data and are therefore classified as level 3 in the fair value hierarchy. There has not been any transfers between levels in the fair value hierarchy during the periods presented.

Part of the purchase price in relation to the sale of business segment Credit was variable and dependent on the size of future funds. Depending on the size of the future funds the variable compensation (earn-out) can range between EUR 0 and EUR 50m. EQT AB Group measures the earn-out to fair value in the balance sheet. The fair value at 31 December 2022 amounted to EUR 20.6m (EUR 20.5m) and is calculated using inputs that are not based on observable market data and are therefore classified as level 3 in the fair value

hierarchy. A change in the fair value will be included in “net income for the period from discontinued operations” in the income statement.

LEVEL 3 FAIR VALUES (FINANCIAL INVESTMENTS)

The table below shows a reconciliation of level 3 fair values for financial investments.

EUR m	2022	2021
Opening balance	477.9	167.0
Net change in fair value	5.9	72.8
Acquisitions	124.2	2.6
Investments	86.6	488.2
Divestments	–26.2	–252.7
Closing balance	668.4	477.9

Net change in fair value is included in “Carried interest and investment income” in the income statement as investment income.

FAIR VALUE FOR FINANCIAL INVESTMENTS

Financial investments disclosed as level 3 financial instruments primarily consist of investments in EQT funds. The fair value of EQT AB Group's financial investments in EQT funds are based on the net asset value after taking all assets and deducting all liabilities and provisions, in line with Invest Europe Investor Reporting Guidelines. The valuation processes and techniques described below therefore relates to the most significant processes and techniques for valuing the underlying holdings of the funds.

EQT AB Group applies the International Private Equity and Venture Capital Valuation Guidelines (IPEV Guidelines) when determining the fair values for the holdings in the EQT funds. Determining the fair value require subjective assessment with varying degrees of judgment regarding what market participants would use in estimating the value of an asset including valuation methodology, pricing assumptions, the current economic and competitive environment and the risks affecting the specific asset. The use of multiple valuation techniques is encouraged.

For certain investments, primarily within real estate, the EQT AB Group is making use of external valuation agents. External valuers within real estate operate under the Royal Institute of Chartered Surveyors (RICS) Valuation – Global Standards, which incorporate the International Valuation Standards as published by the International Valuation Standards Council (IVSC).

The valuation principles applied by the EQT AB Group are applied consistently from period-to-period, and only changed if deemed necessary to reflect a representative fair value.

EQT AB Group applies control processes to ensure that the fair value of the financial assets reported in the consolidated financial statements are in accordance with applicable accounting standards and determined on a reasonable basis. This include ensuring that the valuations are consistent with the IPEV Guidelines, where relevant, and ensure that the valuations are supported by underlying documentation.

The following valuation techniques are applied by the EQT AB Group to determine fair values of investments in line with IFRS 13.

Valuation based on earnings multiples

EQT AB Group applies earnings multiples to determine the fair value for investments with revenues, maintainable profits and/or maintainable positive cash flows. The earnings multiples applied are derived from multiples from a basket of publicly traded companies (a peer group) and multiples from comparable transactions. For this purpose, the EQT AB Group normally uses the EV/EBITDA multiple. If another earnings multiple is more suitable for a specific investment, it should be used instead, and the reason for doing so should be properly motivated and documented.

The multiples for publicly traded companies used by EQT AB Group should be from the date when the valuation is performed. Each individual company in the peer group is evaluated for every valuation date to determine if the company is appropriate from a financial, geographic and operational standpoint. In addition, assessments are made in order to determine whether there exist any additional companies appropriate to include in the peer group.

The multiples for comparable transactions should not be more than 18 months old. In cases where there are no comparable transactions at hand it is considered whether relevant to include a basket of comparable transactions from a wider definition of the industry in which the investment operates in. As investments may be realized through trade sale (majority basis) as well as through stock listing (minority basis), all transactions may be considered in the valuation, without applying a minority discount.

Earnings figures are adjusted for exceptional or non-recurring items, the impact of discontinued activities and acquisitions and forecast downturns in profits. The valuation process and all changes to the peer group, the comparable transactions and any earnings adjustments are documented and approved by EQT management.

Valuation based on discounted cash flows

In the absence of significant revenues, profits or positive cash flows, methods such as the earnings multiple are generally inappropriate. The discounted cash flow technique (DCF) is flexible in the sense that it can be applied to any stream of cash flows or earnings. In the

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Note 18 cont.

context of private equity valuation, this flexibility enables the valuation technique to be applied in situations that other techniques may be incapable of addressing.

Discounted cash flow techniques imply that expected cash flow amounts are discounted to a present value at a rate that represents the time value of money and reflects the risks of the specific instrument. The discount rate is based on current market conditions and the expected return from the investment.

Valuation based on quoted prices

Investments quoted on an active market are measured at the latest available quoted price for the individual asset on the measurement date. Blockage discounts that reflect the quantity of the investment held or any other discounts are not applied.

Unobservable inputs to valuation techniques

When measuring fair value, the EQT AB Group uses non-observable market inputs in its valuation techniques. Significant unobservable inputs include: EBITDA multiples (based on budgeted/forward-looking EBITDA and EBITDA multiples of comparable listed companies for an equivalent period), credit ratings, discount rates, capitalization rates, physical and geographic location of assets, price/book as well as price/earnings ratios and enterprise value/sales multiples. A significant portion of the investments is measured at EBITDA multiples. EBITDA multiples used show wide ranges.

SENSITIVITY ANALYSIS OF FAIR VALUES

From an EQT AB Group perspective, financial investments are normally measured at fair value applying the adjusted net asset values of the investment programs. A reasonable possible change of 10 percent in the adjusted net asset value would affect the fair value of the investments at 31 December 2022 with EUR 68.8m (EUR 47.8m). The effect would be recognized in the income statement.

Although the EQT AB Group believes that its estimates of fair values are appropriate, the use of different methodologies and different unobservable inputs in the underlying investments of the investment programs, could lead to different measurements of fair value. Due to the number of unobservable input factors used in the valuation of the investment programs' direct investments and their broad range, in particular concerning the earnings multiples, a sensitivity analysis on these underlying unobservable input factors does not result in meaningful outcomes.

As part of the discontinued operations related to Credit, a reasonable possible change of 10 percent in the size of future funds would not have a material impact on the fair value of the earn-out as of 31 December 2022. The effect would be recognized in net income for the period from discontinued operations.

Note 19 Leases

AS A LESSEE

The EQT AB Group's leases mainly consist of office premises. The carrying amount of the right-of-use assets for the year can be found in Note 12. The lease liabilities are presented in the balance sheet and a maturity analysis of the lease liabilities is presented in Note 18.

Amounts recognized in income statement

EUR m	2022	2021
Interest on lease liabilities	2.8	2.4
Depreciation on right-of-use assets	27.4	17.4
	30.2	19.8

EQT AB Group recognizes short-term leases and low value leases directly in the income statement. The leasing amounts for short-term leases and low value leases that have been expensed during 2021–2022 is not significant.

Amounts recognized in the statement of cash flows

EUR m	2022	2021
Total cash outflow for leases	17.1	19.9

Right-of-use asset in the balance sheet

EUR m	2022	2021
Additions in the right-of-use asset ¹⁾	27.8	46.1

¹⁾ Additions in the right-of-use asset consists of both renewals of lease contracts and lease contracts added through acquisitions.

Office premises leases

EQT AB Group leases office premises for its office space. The leases of office space typically run for a period of 3–10 years. Some leases of office premises contain extension options exercisable by the EQT AB Group up to 6 months before the end of the contract period. Where practicable, the EQT AB Group seeks to include extension options in the leases to provide operational flexibility. The extension options held are exercisable only by the EQT AB Group and not by the lessors. The EQT AB Group assesses at lease commencement whether it is reasonably certain to exercise the extension options. This assessment is based on all relevant facts and circumstances that exist at the commencement date. EQT AB Group reassesses whether it is reasonably certain to exercise the options if there is a significant event or significant change in circumstances within its control.

Some leases provide for additional rent payments that are based on changes in local price indices. Some also require the EQT AB Group to make payments that relate to the property taxes levied on the lessor and is generally determined annually.

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Note 20 Cash flow specifications

Transactions that do not involve payments

EUR m	2022	2021
Acquisition of assets through lease	27.8	46.1

Reconciliation of debts arising from financing activities

EUR m	Lease liabilities	Short-term loan	Interest-bearing liabilities ¹⁾	Total debt arising from financing activities
Opening balance 1.1.2022	117.9	–	496.1	614.0
Acquisition		23.9		23.9
Cash flows incl interest	–17.1	–23.9	1,480.4	1,439.4
Non-cash changes				
Accrued interest	2.8		40.9	43.8
New lease agreements	27.8			27.8
Translation differences	–	–	–	–
Closing balance 31.12.2022	131.5	–	2,017.4	2,148.9

EUR m	Lease liabilities	Short-term loan	Interest-bearing liabilities ¹⁾	Total debt arising from financing activities
Opening balance 1.1.2021	89.2	–	–	89.2
Acquisition		256.7		256.7
Cash flows	–19.9	–256.7	496.0	219.4
Non-cash changes				
Accrued interest	2.4		0.1	2.5
New lease agreements	46.1		–	46.1
Translation differences	–			–
Closing balance 31.12.2021	117.9	–	496.1	614.0

¹⁾ Interest-bearing liabilities, for further information, see Note 18.

Unutilized credit facilities

EUR m	2022	2021
Unutilized credit facilities	1,500.0	1,000.0

On 21 December 2020, EQT signed a five-year EUR 1 billion revolving credit facility (RCF). The RCF is not limited to a specific currency, it can be utilized in both EUR and USD, by both EQT AB and EQT Treasury AB. On 25 April 2022 the RCF was increased to EUR 1.5 billion.

Note 21 Pledged assets and contingent liabilities

EQT AB Group has no pledged assets or contingent liabilities as of 31 December 2022 (none).

Note 22 Events after the reporting period

EQT set the hard cap for EQT Infrastructure VI at EUR 21bn. The fund was activated in late December 2022, with the acquisition of its first investment. EQT Active Core Infrastructure was activated upon the announcement of its first acquisition, during the first quarter of 2023.

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Note 23 Related parties

Expenses for salaries, other remuneration and pensions for the EQT AB Group’s senior executive management and the Board of directors in EQT AB are presented in Note 7. Apart from what is stated in Note 7

certain transactions between the EQT AB Group and its related parties have occurred and are specified in the table below.

Transactions with related parties

EUR m		Sales of goods, services and assets	Purchases of goods and services	Receivables as per 31 Dec	Liabilities as per 31 Dec
Related parties					
Board members and senior executives	2022	0.9	0.1	0.0	–
Board members and senior executives	2021	1.1	0.1	0.0	–

Description of transactions

In April 2019, the Company entered into consultancy agreements with the Company’s board members Edith Cooper and Gordon Orr. In accordance with these consultancy agreements, Edith Cooper and Gordon Orr shall – in parallel to their respective assignments as members of the Board of directors – provide consultancy services as EQT Advisors to support EQT’s administration of the EQT Network. Both Edith Cooper and Gordon Orr are entitled to an annual fixed retainer of EUR 35,000 each for the provision of these consultancy services. The consultancy agreements were initially entered into for a fixed period until 30 June 2020 but are automatically prolonged on a yearly basis in accordance with their terms. Both EQT AB and the respective consultant may terminate the consultancy agreements with one month’s notice. Edith Cooper declined re-election as a board member in connection to the AGM during 2022. Her consultancy agreement was simultaneously terminated as well, as a result of this she has only received EUR 17,500 during 2022 for the period 1 January 2022–30 June 2022.

In addition to Gordon Orr’s original assignment, he was also involved in a set up for APAC Investment Advisor Committee during 2022 and received a fee of EUR 60,000 for this purpose.

Apart from above, EQT AB Group has invoiced a company controlled by a board member for administrative services during 2022 and 2021. The total amount of these transactions amounted to EUR 0.1m (EUR 0.2m).

During 2022, EQT AB Group has paid EUR 825,362 (EUR 864,967), amount converted from SEK, in pension to the chairperson of the board, Conni Jonsson. However, EQT AB Group has historically made contributions to a pension trust so in conjunction with the payment from EQT AB Group to Conni Jonsson, EQT AB Group also invoiced the corresponding amount to the pension trust. Thus, the payment of the pension were during 2022 and 2021 cost neutral for EQT AB Group.

There has been no other significant transactions between EQT AB Group and its related parties during the period.

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Note 24 Subsidiaries

Group companies

Name	Registered office	Corporate reg. no	Percentage held	
			31.12.2022	31.12.2021
EQT Partners AB	Sweden	556233-7229	100%	100%
EQT Partners Spain S.L.U.	Spain	B01597822	100%	100%
EQT Partners Netherlands B.V.	Netherlands	77321227	100%	100%
LSP Bioventures Inc	USA	4148549	100%	–
EQT Partners Denmark ApS	Denmark	41073381	100%	100%
EQT Partners AG	Switzerland	CHE-113.618.871	100%	100%
EQT Partners AS	Norway	940532981	100%	100%
EQT Partners Australia Pty Ltd	Australia	638432318	100%	100%
EQT Partners Australia II Pty Ltd	Australia	638488623	100%	100%
EQT Partners Japan K.K.	Japan	0104-01-158103	100%	100%
EQT Partners Korea Co., Ltd.	South Korea	110111-8167854	100%	–
EQT Partners GmbH	Germany	HRB 127746	100%	100%
EQT Partners Belgium B.V.	Belgium	0843.203.083	100%	–
EQT Partners Inc.	USA	4401345	100%	100%
EQT Partners Oy	Finland	1098042-8	100%	100%
EQT Partners Singapore Pte. Ltd.	Singapore	200906516Z	100%	100%
EQT Partners Asia Limited	Hong Kong	10199637	100%	100%
EQT Partners Shanghai Limited	China	310000400514790	100%	100%
EQT Partners Limited	UK	6590781	100%	100%
EQT Partners UK Advisors LLP	UK	OC338685	100%	100%
EQT Partners UK Advisors II LLP	UK	OC397306	100%	100%
EQT Partners S.R.L.	Italy	10552820960	100%	100%
EQT Partners SAS	France	85392898400014	100%	100%
BPEA EQT Pte. Ltd.	Singapore	200004783Z	100%	–
BPEA EQT Australia Pty. Ltd.	Australia	631649600	100%	–
BPEA EQT Inc	USA	5833323	100%	–
BPEA Advisors Private Limited	India	U74140MH2009 PTC216794	100%	–
BPEA EQT Capital Limited	Hong Kong	2629750	100%	–
BPEA EQT Limited	Hong Kong	645312	100%	–
BPEA EQT K.K.	Japan	0104-01-063874	100%	–
BPEA EQT Limited Beijing WFOE	China	91110105MA01N0FP32	100%	–
BPEA EQT Limited Beijing Rep Office	China	110000400201823	100%	–
BPEA EQT Limited Shanghai WFOE	China	91310000MA1FYJ229F	100%	–

Name	Registered office	Corporate reg. no	Percentage held	
			31.12.2022	31.12.2021
BPEA EQT Limited Shanghai Rep Office	China	310115500100121	100%	–
PT BPEA Private Advisors	Indonesia	AHU-AH.01.03-0376884	100%	–
EQT Exeter Advisors Sweden AB	Sweden	559296-3507	100%	100%
EQT Exeter Advisors Netherlands B.V.	Netherlands	83321047	100%	100%
EQT Exeter Advisors Spain S.L.	Spain	B88285325	100%	100%
EQT Exeter Advisors France SAS	France	819960634	100%	100%
EQT Exeter Australia Pty Ltd	Australia	659318975	100%	–
EQT Exeter Japan K.K.	Japan	0104-01-089160	67%	–
JLML 11 GK	Japan	0104-03-021462	100%	–
EQT Exeter Korea Limited	South Korea	465-81-00642	75%	–
EQT Exeter Advisors Germany GmbH	Germany	HRB 101640	100%	100%
EQT Exeter Advisors Belgium B.V.	Belgium	0781.995.192	100%	–
EQT Exeter Asia Pacific Ventures SPG LLC	USA	4250923	100%	100%
EQT Exeter Advisors Asia Pacific Pte. Limited	Singapore	202100784Z	100%	100%
EQT Exeter Management advisors (Shanghai) Co Ltd	China	91310000	100%	100%
EQT Exeter Advisors Austria GmbH	Austria	FN551349H	100%	100%
EQT Exeter Advisors Italy S.r.l.	Italy	11641590960	100%	100%
EQT Exeter Advisors Poland Sp. z.o.o.	Poland	0000587835	100%	100%
EQT Exeter Advisors UK Ltd	UK	13306870	100%	100%
EQT Exeter Advisors Ireland Limited	Ireland	653468	100%	100%
EQT Exeter Advisors Czech Republic spol. s r. o.	Czech Republic	11889756	100%	100%
Exeter UK Advisor LLP	UK	OC396135	100%	100%
Exeter Europe (UK) Ltd	UK	09284690	100%	100%
EQT Services (UK) Limited	UK	07936651	100%	100%
EQT Services Netherlands B.V.	Netherlands	851645768	100%	100%
EQT Corporate Services Netherlands B.V.	Netherlands	74993097	100%	100%
EQT Treasury AB	Sweden	559227-5647	100%	100%
EQT Holdings AB	Sweden	559244-1462	100%	100%
EQT Lightspeed S.à r.l.	Luxembourg	B246446	100%	100%
EEAKLV Limited	South Korea	110114-0295277	100%	–
EQT Exeter China Investments 1 Pte Ltd	Singapore	202217730H	100%	–
EQT Exeter Supply Chain (Changzhou) Company Limited	China	91320411MABQC28C0W	100%	–
EQT Holdings III AB	Sweden	559289-1864	100%	100%

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EQT Holdings S.à r.l.	Luxembourg	B244018	100%	100%
EQT Growth (General Partner) S.à r.l.	Luxembourg	B249692	100%	100%
EQT Infrastructure V (GP) S.à r.l.	Luxembourg	B243962	100%	100%
EQT IX (General Partner) S.à r.l.	Luxembourg	B238938	100%	100%
EQT IX GP LLC	USA	3167396	100%	100%
EQT Future (General Partner) S.à r.l.	Luxembourg	B252846	100%	100%
EQT X (General Partner) S.à r.l.	Luxembourg	B255058	100%	100%
EQT Ventures III (General Partner) S.à r.l.	Luxembourg	B258957	100%	100%
EQT Active Core Infrastructure (General Partner) S.à r.l.	Luxembourg	B260249	100%	100%
EQT Infrastructure VI (General Partner) S.à r.l.	Luxembourg	B265893	100%	–
BPEA EQT Mid-Market Growth GPS.à r.l.	Luxembourg	B272128	100%	–
Exeter Europe GP LLC	USA	5610896	100%	100%
Exeter Europe LP	USA	5610898	100%	100%
Exeter Europe Value Venture III GP S.à r.l.	Luxembourg	B216344	100%	100%
Exeter Europe Value Venture III Feeder GP S.à r.l.	Luxembourg	B220583	100%	100%
Exeter Europe Industrial Core GP S.à r.l.	Luxembourg	B238532	100%	100%
Exeter Europe Logistics Value Fund IV GP S.à r.l.	Luxembourg	B249708	100%	100%
EPIP MF GP S.à r.l.	Luxembourg	B223215	100%	100%
EPIP MF II GP S.à r.l.	Luxembourg	B237012	100%	100%
EPIP II GP S.à r.l.	Luxembourg	B245662	100%	100%
EGIP GP S.à r.l.	Luxembourg	B195412	100%	100%
EGIP II GP S.à r.l.	Luxembourg	B191498	100%	100%
EQT Exeter China Logistics Fund GP S.à r.l.	Luxembourg	B256221	100%	100%
EQT Exeter ELC II GP S.à r.l.	Luxembourg	B266601	100%	–
EQT Exeter Japan 1 GP S.à r.l.	Luxembourg	B270547	100%	–
EQT Life Sciences Growth (General Partner) S.à r.l.	Luxembourg	B268189	100%	–
EQT Life Sciences Group B.V.	Netherlands	863653698	100%	–
LSP HEF Management B.V.	Netherlands	858137501	100%	–
LSP V Management B.V.	Netherlands	854065155	100%	–
LSP HEF 2 Management B.V.	Netherlands	858137501	100%	–
LSP 6 Management B.V.	Netherlands	858491783	100%	–
LSP Dementia Fund Management B.V.	Netherlands	862010469	100%	–
LSP 7 Management B.V.	Netherlands	862751007	100%	–
LSP Advisory B.V.	Netherlands	819117481	100%	–
EQT Exeter Holdings US Inc	USA	5402675	100%	100%
TA XII-B EPG-A Blocker Corp.	USA	7134374	100%	100%
TA XII-B EPG-B Blocker Corp.	USA	7134379	100%	100%

Name	Registered office	Corporate reg. no	Percentage held	
			31.12.2022	31.12.2021
TA XII-B EPG-C Blocker Corp.	USA	7134384	100%	100%
Exeter Property Group LLC	USA	4207665	100%	100%
Exeter Big Box AM Platform LLC	USA	5854337	100%	100%
Exeter Big Box Asset Manager LLC	USA	5854341	100%	100%
Exeter Property Group II LLC	USA	5758542	100%	100%
Exeter FeeCo I LLC	USA	6912131	100%	100%
Exeter Property Group Advisors LLC	USA	4214673	100%	100%
Exeter Big Box Property Manager LLC	USA	5854344	100%	100%
Exeter Property Group Advisors II LP	USA	5758350	100%	100%
Exeter US Advisors LLC	USA	5610899	100%	100%
EQT Exeterfeeco Mexico S. de R. L. de C. V.	Mexico	2018078689	100%	100%
EQT Exeter Brazil Platform LLC	USA	3065333	100%	100%
EQT Exeter Brazil Ventures LLC	USA	7961465	100%	100%
EQT Exeter Brasil Investimentos Ltda.	Brazil	3523622040-2	100%	100%
Exeter China Ventures LLC	USA	7713778	100%	100%
EQT Exeter China Ventures Limited	Hong Kong	71631486	100%	100%
EQTE Brokerage LLC	USA	6939462	100%	–
EQT Investment Verwaltungs-GmbH	Germany	HRB 194327	100%	100%
EQT Netherlands Management B.V.	Netherlands	60593733	100%	100%
BPEA EQT Holdings AB	Sweden	559374-8691	100%	–
BPEA GP III Limited	Cayman Islands	137871	100%	–
BPEA Private Equity GP IV Limited	Cayman Islands	192622	100%	–
BPEA Private Equity GP V Limited	Cayman Islands	244752	100%	–
BPEA Private Equity GP VI Limited	Cayman Islands	288217	100%	–
BPEA Private Equity GP VII Limited	Cayman Islands	332034	100%	–
Baring Private Equity Asia GP VII S.à r.l.	Luxembourg	B222407	100%	–
BPEA Private Equity GP VIII Limited	Cayman Islands	373499	100%	–
Baring Private Equity Asia GP VIII S.à r.l.	Luxembourg	B254359	100%	–
BPEA General Partner Limited	Cayman Islands	355832	100%	–
BPEA TFO Partnership GP Limited	Cayman Islands	317126	100%	–
BPEA Asia Real Estate GP Limited	Cayman Islands	268444	100%	–
BPEA Asia Real Estate GP II Limited	Cayman Islands	325315	100%	–
BPEA Real Estate GP II S.à r.l.	Luxembourg	B222040	100%	–
BAKPCDC3 Pte Ltd	Singapore	201708595C	100%	–
EQT Fund Management S.à r.l.	Luxembourg	B167972	100%	100%
EQT Infrastructure II (GP) Limited	UK	SC416498	100%	100%
EQT Mid Market (GP) Limited	UK	SC436969	100%	100%
EQT VII Floss (General Partner) S.à r.l.	Luxembourg	B219445	100%	100%

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EQT VII Limited	UK	SC493105	0%	100%
EQT VII Co-Investment (General Partner) S.à r.l.	Luxembourg	B217579	100%	100%
EQT Co-Investment (GP) S.à r.l.	Luxembourg	B209598	100%	100%
EQT VII International Holdings B.V.	Netherlands	69473129	100%	100%
EQT VII Luxembourg (General Partner) S.à r.l.	Luxembourg	B214397	100%	100%
EQT VII Netherlands (General Partner) B.V.	Netherlands	68608195	100%	100%
EQT Real Estate Limited	UK	SC504628	100%	100%
EQT Ventures (General Partner) S.à r.l.	Luxembourg	B196578	100%	100%
EQT Mid Market US (General Partner) Limited	UK	SC500973	100%	100%
EQT Mid Market Asia III (General Partner) Limited	UK	SC521109	100%	100%
EQT Mid Market Europe (General Partner) Limited	UK	SC521108	100%	100%
EQT Infrastructure III (General Partner) S.à r.l.	Luxembourg	B207225	100%	100%
EQT VIII (General Partner) S.à r.l.	Luxembourg	B215816	100%	100%
EQT Management S.à r.l.	Luxembourg	B145067	100%	100%
EQT Luxembourg Management S.à r.l.	Luxembourg	B217192	100%	100%
EEC Holding S.à r.l.	Luxembourg	B201525	100%	100%
EQT RA Management S.à r.l.	Luxembourg	B240358	100%	100%
EQT Infrastructure II (GP) S.à r.l.	Luxembourg	B244690	100%	100%
EQT Infrastructure II GP C.V.	Netherlands	78485266	100%	100%
EQT Mid Market (GP) S.à r.l.	Luxembourg	B244691	100%	100%
EQT Mid Market GP C.V.	Netherlands	78485622	100%	100%
EQT Public Value (General Partner) S.à r.l.	Luxembourg	B225269	100%	100%
EQT Mid Market US (General Partner) S.à r.l.	Luxembourg	B243106	100%	100%
EQT Mid Market US GP C.V.	Netherlands	78484804	100%	100%
EQT Mid Market Asia III (General Partner) S.à r.l.	Luxembourg	B243105	100%	100%
EQT Mid Market Asia III GP C.V.	Netherlands	78484316	100%	100%
EQT Mid Market Europe (General Partner) S.à r.l.	Luxembourg	B243128	100%	100%
EQT Mid Market Europe GP C.V.	Netherlands	78484030	100%	100%
EQT Infrastructure IV (General Partner) S.à r.l.	Luxembourg	B225708	100%	100%
EQT Ventures II (General Partner) S.à r.l.	Luxembourg	B232970	100%	100%
EQT Real Estate II (General Partner) S.à r.l.	Luxembourg	B225704	100%	100%
EQT Exeter Services Luxembourg S.à r.l.	Luxembourg	B229258	100%	100%
EQT Management SG Pte. Ltd.	Singapore	2021226838H	100%	100%
EQT Holdings B.V.	Netherlands	54467861	100%	100%
EQT Holdings II B.V. Shareclass AS/ASE ¹⁾	Netherlands	55502903	100%	100%
EQT Infrastructure II GP B.V.	Netherlands	54468701	100%	100%
EQT Holdings III B.V. Shareclass AS ¹⁾	Netherlands	56497490	100%	100%

Name	Registered office	Corporate reg. no	Percentage held	
			31.12.2022	31.12.2021
EQT Mid Market Immigration GP B.V.	Netherlands	71283730	100%	100%
EQT Mid Market GP B.V.	Netherlands	55314295	100%	100%
EQT Holdings PVF Coöperatief U.A.	Netherlands	71843647	100%	100%
EQT Holdings VII B.V. Shareclass AS ¹⁾	Netherlands	63039818	100%	100%
EQT VII (General Partner) LP	UK	SL019045	100%	100%
EQT Holdings Real Estate B.V. Shareclass AS ¹⁾	Netherlands	63243687	100%	100%
EQT Real Estate I (General Partner) LP	UK	SL020800	100%	100%
EQT Holdings Ventures B.V. Shareclass AS ¹⁾	Netherlands	63191334	100%	100%
EQT Ventures (GP) SCS	Luxembourg	B196905	100%	100%
EQT Holdings MMUS B.V. Shareclass AS ¹⁾	Netherlands	63039729	100%	100%
EQT Mid Market US GP B.V.	Netherlands	62863223	100%	100%
EQT Holdings Mid Market Asia III Coöperatief U.A.	Netherlands	72183128	100%	100%
EQT Mid Market Asia III GP B.V.	Netherlands	64683869	100%	100%
EQT Holdings MM Europe B.V. Shareclass AS ¹⁾	Netherlands	65104153	100%	100%
EQT Mid Market Europe GP B.V.	Netherlands	64683796	100%	100%
EQT Holdings Infrastructure III B.V. Shareclass AS ¹⁾	Netherlands	66262844	100%	100%
EQT Infrastructure III (GP) SCS	Luxembourg	B207350	100%	100%
EQT Holdings VIII Coöperatief U.A.	Netherlands	70951098	100%	100%
EQT VIII HB3 B.V.	Netherlands	72340614	0%	100%
EQT VIII (GP) SCS	Luxembourg	B215860	100%	100%
EQT Holdings Infrastructure IV Coöperatief U.A.	Netherlands	72203498	100%	100%
EQT Infrastructure IV (GP) SCS	Luxembourg	B225827	100%	100%
EQT Holdings Ventures II Coöperatief U.A.	Netherlands	74791478	100%	100%
EQT Ventures II (GP) SCS	Luxembourg	B233027	100%	100%
EQT Holdings Real Estate II Coöperatief U.A.	Netherlands	72225521	100%	100%
EQT Real Estate II (GP) SCS	Luxembourg	B226491	100%	100%
ECLO Credit Holding I AB	Sweden	559212-8861	0%	100%
EQT HC I Holdings B.V.	Netherlands	58187898	100%	100%
EQT HC II Holdings B.V.	Netherlands	58188177	100%	100%
White Mill Two AG	Switzerland	CHE-195.379.514	100%	100%

¹⁾ The EQT AB Group controls only specified and ring-fenced assets and liabilities within the legal entity (a silo), see Note 2 regarding non-consolidated special entities.

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INTERESTS IN UNCONSOLIDATED STRUCTURED ENTITIES

Silos not controlled and accordingly not consolidated by the EQT AB Group consists of investments in EQT funds and carried interest facilitated through silo entities. The EQT AB Group has economic interests relating to transactions with unconsolidated silos with reference to the Group’s carried interest.

The EQT AB Group’s investments relating to carried interests are recognized in the balance sheet as “Financial investments”, measured at fair value and changes in fair value are recognized as Investment income in the income statement. Disclosures of the investments are presented in Note 18. Carried interest is recognized in the income statement. Contract assets relating to carried interest are recognized as “Prepaid expenses and accrued income” and separately disclosed in Note 5.

The EQT AB Group’s maximum risk exposure relating to these silos are represented by the amount recognized in the balance sheet.

INVESTMENT ENTITY

From an IFRS 10 perspective EQT AB Group is considered an investment entity.

In accordance with IFRS 10 an investment entity is an entity whose business purpose is to invest funds solely for returns from capital appreciation, investment income or both and evaluate the performance of its investments on a fair value basis. As an investment entity EQT AB is exempt from consolidating subsidiaries that are investments and measures them at fair value through profit or loss instead. Subsidiaries that serve in a supporting function such as investment services continue to be consolidated in accordance with IFRS 10 and those that are not providing investment services will be recognized at fair value instead of being consolidated.

Note 25 Earnings per share

EUR	2022	2021
Earnings per share, before dilution	0.171	0.929
– of which continued operations	0.171	0.928
Earnings per share, after diluted	0.171	0.929
– of which continued operations	0.171	0.928

The calculation of earnings per share has been based on the net income attributable to the shareholders and the weighted average number of shares outstanding. The amounts used in the numerator and denominator are presented below together with some additional information.

Net income attributable to ordinary shareholders and outstanding class C shares, basic and diluted

EUR m	2022	2021
Net income attributable to shareholders, basic	176.3	909.4
Net income attributable to shareholders, diluted	176.3	909.4

Weighted average number of shares, basic and diluted

Number of shares	2022	2021
Weighted average number of shares, basic	1,031,955,891	978,676,908
Number of dilutive class C shares	638,590	254,248
Weighted average number of shares, diluted	1,032,594,481	978,931,156

Note 26 Discontinued operations

BACKGROUND TO DIVESTMENT OF CREDIT

As announced in EQT’s quarterly announcement on 23 January 2020, EQT initiated a review of strategic options for the business segment Credit. Following the review it was decided to divest the business segment Credit and as communicated on June 18 2020 a signed agreement with Bridgepoint was entered into. As communicated on 26 October 2020, the transaction was completed. Part of the purchase price is variable and dependent on the size of future funds. Depending on the size of the future funds the variable compensation (earn-out) can range between EUR 0 and EUR 50m. EQT AB Group measure the earn-out to fair value in the balance sheet, see Note 18. The fair value at 31 December 2022 amounted to EUR 20.6m (EUR 20.5). The change in fair value is included in capital gain. The business segment Credit is reported as a discontinued operations together with the capital gain and costs relating to the transaction.

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Note 27 Business combination

BEAR LOGI

As of 27 January 2022 EQT completed the acquisition of Bear Logi. Bear Logi, founded in Tokyo, Japan in 2009, is a value-add logistics investment manager focused on acquisitions, development, construction and leasing, with extensive knowledge of the Japanese and Korean logistics markets, with around 25 employees by the time of closing. To date, Bear Logi has invested capital based on single asset funding, and will as part of EQT Exeter create a fund-setup within logistics properties similar to EQT Exeter’s existing structure in the US and Europe.

Bear Logi generated approximately USD 1m in revenues during 2021. The transaction is not deemed to have a material impact on EQT AB’s financial numbers and did not add any fee-generating assets under management to EQT AB at closing.

Total upfront consideration amounts to USD 8.7m with a right to potential earn-out payments if certain revenue and fundraising targets are met. The earn-out payments are conditioned to continued employment at the date of vesting why this from an accounting perspective will be recorded as personnel expenses over the vesting period of 3–6 years.

Total transaction costs amounted to EUR 1.1m whereof EUR 0.0m are included in other operating expenses as of 2022.

LSP

As of 28 February 2022, EQT completed the acquisition of Life Sciences Partners (LSP), a leading European life sciences venture capital firm with, by the time of closing, approximately EUR 2.2bn of fee-generating assets under management (FAUM) and a team of 34 employees. LSP, headquartered in Amsterdam, the Netherlands, is a venture capital firm that invests in innovative companies with strong scientific and clinical rationale across several life sciences strategies. It was founded in 1998 and is today one of Europe’s largest and most experienced life sciences investment firms. LSP strengthens EQT’s position as one of the leading and most active private market investors in the healthcare sector. LSP generated approximately EUR 37m in revenues and approximately EUR 24m in EBITDA (excluding carried interest) during 2021. EQT acquired 100 percent of the LSP management company and 20 percent of the right to carried interest in selected LSP funds. In addition, EQT AB will be entitled to 35 percent of the carried interest of future funds, which is in line with existing EQT practice.

The total consideration was EUR 365.8m, comprising new EQT AB publicly traded shares EUR 228.3m (corresponding to 7,548,384 shares) and cash EUR 112.0m, a liability taken over of EUR 23.9m and potential earn-out of EUR 1.6m. Of the total consideration, EUR 74.2m

in shares to management are subject to vesting conditions under a “Leaver put option clause”, meaning that if the management person becomes a bad leaver, such as voluntary resignation or termination for cause, the person will need to return the unvested shares to EQT for nil consideration. The Leaver put option arrangement have from an accounting perspective been separated from the business combination. The consideration has initially been accounted for as a pre-payment and will be recorded as employee expenses over the vesting period of 2–4 years. The purchase consideration for the business combination is EUR 291.6m.

The transaction was subject to customary closing conditions, including antitrust, regulatory and certain fund investor clearances. The fair value of the shares is calculated with reference to the quoted price of the EQT AB shares at the date of acquisition, which was SEK 320.90 per share.

Total transaction costs (including M&A insurance) amounted to EUR 5.1m whereof EUR 0.0m are included in other operating expenses as of 2022.

Total consideration	
EURm	
Shares issued, at fair value	228.3
Cash consideration	112.0
Liability taken over	23.9
Fair value of cash based earn-out	1.6
Total consideration	365.8
Employment linked consideration (Shares issued, at fair value)	–74.2
Purchase consideration for the business combination	291.6

ASSETS ACQUIRED AND LIABILITIES ASSUMED

The fair values of the identifiable assets and liabilities as at the date of acquisition were:

EURm	Fair value recognized on acquisition
Investor contracts	131.3
Investor relationships	77.4
Trademark and trade name	0.0
Right of use assets	2.7
Tangible fixed assets	0.1
Deferred tax asset	0.0
Receivables	0.9
Other current assets	1.5
Cash and cash equivalents	2.8
Interest bearing liabilities	–4.5
Lease liabilities	–2.7
Deferred tax liability – Intangibles	–53.9
Current liabilities	–7.9
The fair values of the identifiable assets and liabilities	147.8
Goodwill	143.8
Purchase consideration for the business combination	291.6

Analysis of cash flows on acquisition

EURm	
Cash consideration (included in cash flows from investing activities)	–112.0
Deferred payment (included in cash flows from investing activities)	16.4
Net cash acquired (included in cash flows from investing activities)	2.8
Transaction costs of the acquisition (included in cash flows from operating activities)	–5.0
Net cash flow on acquisition	–97.8

The purchase price allocation is provisional subject to the completion of the transaction closing process with the seller.

The earn-out is conditional upon LSP’s Dementia fund reaching a target level of capital raised. There is an additional earn-out which is

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Note 27 cont.

included in the row Cash consideration, relating to LSP’s LSP 7 fund capital raising, because the fundraising target had been met at the acquisition date.

The goodwill mainly comprises assembled work force, the opportunity to attract new investors and the platform to develop future business opportunities and funds. Goodwill is allocated entirely to the segment Private Capital.

Goodwill will not be tax deductible.

The Group measured the acquired lease liabilities using the present value of the remaining lease payments at the date of acquisition. The right-of-use assets were measured at an amount equal to the lease liabilities.

From the date of acquisition, LSP contributed EUR 40.9m of revenue and EUR 28.0m to profit before tax from continuing operations of the Group. If the combination had taken place at the beginning of the year, revenue from continuing operations would have been EUR 1,506.2m and profit before tax from continuing operations for the Group would have been EUR 268.8m.

RCG

As of 10 June 2022, EQT completed the acquisition of Redwood Capital Group (RCG), a residential core plus and value-add investment manager headquartered in Chicago, Illinois, USA. RCG was founded in 2007 and is deeply experienced in all operating areas, including acquisition, asset management, construction management and property management. RCG has successfully executed 79 multifamily investments in high-growth US markets, including 48 realized investments that achieved in excess of 2x equity returns across more than 22,000 units. Investments comprise deal-by-deal joint ventures on behalf of multiple institutional clients, including global fund sponsors, insurance companies and family offices.

22 employees joined EQT Exeter as of closing and RCG is estimated to generate below USD 10m in revenues during 2022. The transaction is not deemed to have a material impact on EQT AB’s financial numbers and did not add any fee-generating assets under management (FAUM) to EQT AB at closing.

Total upfront cash consideration amounted to USD 34.3m with a right to potential earn-out payments if certain fundraising targets are met.

Total transaction costs amounted to EUR 2.3m whereof EUR 2.3m are included in other operating expenses as of 2022.

BPEA

As of 18 October 2022, EQT completed the acquisition of Baring Private Equity Asia (BPEA), a leading private market investment firm in Asia with approximately EUR 22bn of FAUM at the time of closing.

Operating since 1997, BPEA has built a platform with deep sector-based expertise and a value-driven active ownership approach. It invests in mid to large-cap companies in Asia, mainly focused on Private Equity, but also Real Estate and more recently Growth. With 10 regional offices, BPEA combines local execution with a Pan-Asian reach, mirroring EQT’s local-with-locals approach.

The combination represents a step-change in EQT’s global reach with immediate Pan-Asian presence at scale and with its thematic investment approach, supporting companies from early stage to maturity, EQT will continue to scale and expand its range of strategies across its European, North American, and Asian core markets and deliver for its clients.

EQT acquired 100% of the BPEA management company, the BPEA general partner entities which control the BPEA funds, and the right to carried interest in selected existing funds (including 25% in BPEA VI and 35% in BPEA VII). EQT will invest in and be entitled to 35% of the carried interest in all future funds, starting with BPEA VIII, in line with existing EQT practice.

The total consideration was EUR 5,052.5m, comprising new EQT AB shares EUR 3,603.0m (corresponding to 191,200,000 shares) and cash EUR 1,449.5m. Of the total consideration, EUR 765.6m in shares to management are subject to vesting conditions under a “Leaver put option clause”, meaning that if the management person becomes a bad leaver, such as voluntary resignation or termination for cause, the person will need to return the unvested shares to EQT for nil consideration. The Leaver put option arrangement has from an accounting perspective been separated from the business combination. The consideration has initially been accounted for as a prepayment and will be recorded as personnel expenses over the vesting period of 1-4 years. The purchase consideration for the business combination is EUR 4,286.9m.

The fair value of the shares is calculated with reference to the quoted price of the EQT shares at the date of acquisition, which was SEK 207.30 per share.

Transaction costs (including M&A insurance) of EUR 57,2m were expensed and are included in other operating expenses during 2022.

Total consideration	
EURm	
Share issued, at fair value	3,603.0
Cash consideration	1,449.5
Total consideration	5,052.5
Employment linked consideration (shares issued, at fair value)	–765.6
Purchase consideration for the business combination	4,286.9

ASSETS ACQUIRED AND LIABILITIES ASSUMED	
The fair values of the identifiable assets and liabilities as at the date of acquisition were:	
EURm	Fair value recognized on acquisition
Investor contracts	1,854.5
Investor relationships	1,074.9
Trademark and trade name	136.6
Contingent carried interest	512.9
Right of use assets	27.8
Tangible fixed assets	2.9
Financial investments	123.2
Cash and cash equivalents	126.3
Other receivables	65.4
Deposits, prepayments	2.4
Deferred tax liability – Intangibles	–390.6
Deferred liabilities	–104.4
Lease liabilities, short and long term	–27.8
Current liabilities	–195.0
The fair values of the identifiable assets and liabilities	3,209.0
Goodwill	1,077.8
Purchase consideration for the business combination	4,286.9

Analysis of cash flows on acquisition	
EURm	
Total cash consideration (related to cash flows from investing activities)	–1,449.5
Net cash acquired (included in cash flows from investing activities)	126.3
Transaction costs of the acquisition (included in cash flows from operating activities)	–56.9
Transaction costs attributable to issuance of shares (included in cash flow from financing activities)	–0.1
Net cash flow on acquisition	–1,380.2

The purchase price allocation is provisional subject to the completion of the transaction closing process with the seller.

Trademarks and trade names relate to BPEA.

The goodwill mainly comprises assembled work force, the opportunity to attract new investors and the platform to develop future

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Note 27 cont.

business opportunities and funds. Goodwill is allocated entirely to the segments Private Capital and Real Assets.

Goodwill will not be tax deductible.

The Group measured the acquired lease liabilities using the present value of the remaining lease payments at the date of acquisition. The right-of-use assets were measured at an amount equal to the lease liabilities.

From the date of acquisition, BPEA contributed EUR 79.2m of revenue, EUR 56.2m of EBITDA and EUR 54.3m to profit before tax from continuing operations of the Group. If the combination had taken place at the beginning of the year, revenue from continuing operations would have been EUR 1,800.5m, EBITDA would have been EUR 712.0m and profit before tax from continuing operations for the Group would have been EUR 461.7m.

From the date of acquisition, BPEA contributed EUR 118.2m of adjusted revenue, EUR 95.2m of adjusted EBITDA and EUR 93.3m to adjusted profit before tax from continuing operations of the Group. If the combination had taken place at the beginning of the year, adjusted revenue from continuing operations would have been EUR 1,864.3m, adjusted EBITDA would have been EUR 1,059.9m and profit before tax from continuing operations for the Group would have been EUR 964.5m.

EXETER

As of 1 April 2021, EQT completed the acquisition of 100% of Exeter Property Group (Exeter). Exeter is a leading global real estate investment manager that operates in the attractive logistics/industrial space primarily in the US and Europe. The company has a growing presence in US life science/suburban office and residential multi-family segments which is highly complementary to EQT's existing strength in European Real Estate. The transaction was part of EQT AB's strategic growth ambitions within real estate and created a scaled thematic investment platform across North America and Europe. With its value-creation-focused investment approach, one of the strongest track-records in value-add real estate globally, and importantly, a people-and-performance-centric culture, EQT and Exeter are all well-aligned. Further, the combination brought 60 new clients to the EQT platform. The total consideration was EUR 1,560.4m, comprising new EQT AB shares EUR 927.0m (corresponding to 33,296,240 shares) and cash EUR 633.4m. Of the total consideration, EUR 248.6m in shares to management are subject to vesting conditions under a "leaver put option clause", meaning that if the management person becomes a bad leaver, such as voluntary resignation or termination for cause, the person will need to return the unvested shares to EQT for nil consideration. The leaver put option arrangements have from an accounting perspective been separated from the

business combination. The consideration was initially accounted for as a prepayment and will be recorded as personnel expenses over the vesting period of 1-3 years. The purchase consideration for the business combination was EUR 1,311.8m.

The fair value of the shares is calculated with reference to the quoted price of the EQT AB shares at the date of acquisition, which was SEK 284.50 per share.

Transaction costs (including M&A insurance) of EUR 27.2m were expensed and included in other operating expenses during 2021.

Total consideration

EURm	
Shares issued, at fair value	927.0
Cash consideration	633.4
Total consideration	1,560.4
Employment linked consideration (shares issued, at fair value)	-248.6
Purchase consideration for the business combination	1,311.8

ASSETS ACQUIRED AND LIABILITIES ASSUMED

The fair values of the identifiable assets and liabilities as at the date of acquisition were:

EURm	Fair value recognized on acquisition
Trademarks and trade names	66.9
Existing contracts	259.2
Investor relationships	419.5
Right of use assets	1.9
Financial investments	2.6
Deferred tax asset	30.5
Receivables	13.7
Other current assets	11.3
Cash and cash equivalents	1.9
Interest bearing liabilities	-256.7
Lease liabilities	-1.9
Deferred tax liability – Intangibles	-6.6
Current liabilities	-22.3
The fair values of the identifiable assets and liabilities	520.1
Goodwill	791.7
Purchase consideration for the business combination	1,311.8

Analysis of cash flows on acquisition

EURm	
Cash consideration (included in cash flows from investing activities)	-633.4
Net cash acquired (included in cash flows from investing activities)	1.9
Transaction costs of the acquisition (included in cash flows from operating activities)	-27.2
Net cash flow on acquisition	-658.8

The goodwill mainly comprises assembled work force and the value of the right to use the existing business as platform to start a number of new funds. Goodwill is allocated entirely to the segment Real Asset.

Trademarks and trade names relate to Exeter.

Goodwill and other PPA-related items are expected to be tax deductible except for an amount of EUR 22.5m. The deferred tax asset relates to the tax value of acquired carried interest.

The Group measured the acquired lease liabilities using the present value of the remaining lease payments at the date of acquisition. The right-of-use assets were measured at an amount equal to the lease liabilities.

During 2021, Exeter contributed EUR 133.7m of revenue and EUR 85.6m to profit before tax from continuing operations of the Group. If the combination had taken place at the beginning of 2021, revenue from continuing operations would have been EUR 1,625.1m and profit before tax from continuing operations for the Group would have been EUR 892.7m during 2021.

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Parent company income statement

1 January – 31 December

SEK m	Note	2022	2021
Net sales	2	1,678.9	1,304.5
Other operating income	3	23.7	3.9
Total revenue		1,702.6	1,308.5
Personnel expenses	5	-505.7	-400.2
Other external costs	6, 7	-1,296.1	-787.0
Other operating expenses	4	-	-
Depreciation and amortization	12, 13	-9.5	-9.3
Operating profit/loss		-108.6	112.0
Profit/loss from financial items			
Profit/loss from participation in subsidiaries	8	4,021.6	1,984.6
Interest income and similar profit/loss items	9	350.5	240.0
Interest expense and similar profit/loss items	10	-2,675.9	-257.4
Profit/loss after financial items		1,587.7	2,079.2
Group contribution		1,154.1	-51.0
Profit/loss before tax		2,741.8	2,028.2
Income taxes	11	-0.2	-13.5
Net income		2,741.6	2,014.7

Net income corresponds to total comprehensive income

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Parent company balance sheet

SEK m	Note	31.12.2022	31.12.2021
ASSETS			
Non-current assets			
Intangible assets			
Trademarks	12	–	–
		–	–
<i>Property, plant and equipment</i>			
Leasehold improvements	13	54.4	54.8
Equipment	13	4.6	5.6
		59.0	60.5
<i>Financial assets</i>			
Participation in subsidiaries	14	83,037.6	22,659.5
Long-term loans, subsidiaries		6,180.6	5,547.9
Other securities held as non-current assets	15	13.8	10.9
Other long-term receivables	17	5.4	5.4
		89,237.4	28,223.7
Total non-current assets		89,296.4	28,284.2
Current assets			
Current receivables			
Accounts receivable		22.8	12.0
Receivables from subsidiaries		6,909.8	6,536.0
Current tax assets		58.1	62.2
Other receivables		392.8	33.5
Prepaid expenses and accrued income	18	106.4	105.2
		7,489.9	6,749.0
<i>Cash and bank</i>	19	84.0	80.0
Total current assets		7,573.9	6,829.5
TOTAL ASSETS		96,870.3	35,113.6

SEK m	Note	31.12.2022	31.12.2021
EQUITY AND LIABILITIES			
Equity	20		
Restricted equity			
Share capital		119.4	99.5
		119.4	99.5
<i>Non-restricted equity</i>			
Share premium reserve		60,487.8	18,451.3
Profit or loss brought forward		–1,555.5	–655.7
Net income		2,741.6	2,014.7
		61,673.9	19,810.3
Total equity		61,793.3	19,909.8
Non-current liabilities			
Interest-bearing liabilities	21	22,451.3	5,073.9
Long-term loans, subsidiaries		11,059.0	9,679.5
Total non-current liabilities		33,510.3	14,753.4
Current liabilities			
Accounts payable		29.9	26.5
Liabilities to subsidiaries		761.0	105.1
Tax liabilities		–	–
Other liabilities		252.0	20.5
Accrued expenses and prepaid income	22	523.8	298.5
Total current liabilities		1,566.7	450.5
TOTAL EQUITY AND LIABILITIES		96,870.3	35,113.6

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Parent company statement of changes in equity

SEK m	Restricted equity	Non-restricted equity		Total equity
	Share capital ¹⁾	Share premium reserve	Retained earnings incl. profit for the year	
Opening balance at 1.1.2022	99.5	18,451.3	1,359.0	19,909.8
Net income	–	–	2,741.6	2,741.6
Transactions with owners				
Dividend	–	–	–3,053.5	–3,053.5
Share issue	19.9	42,036.6	–	42,056.4
Share-based bonus	–	–	139.0	139.0
Total	19.9	42,036.6	–2,914.5	39,141.9
Closing balance at 31.12.2022	119.4	60,487.8	1,186.1	61,793.3

¹⁾ The share capital amounts to SEK 119,369,201.

SEK m	Restricted equity	Non-restricted equity		Total equity
	Share capital ¹⁾	Share premium reserve	Retained earnings incl. profit for the year	
Opening balance at 1.1.2021	96.2	8,983.8	1,588.4	10,668.4
Net income	–	–	2,014.7	2,014.7
Transactions with owners				
Dividend	–	–	–2,368.8	–2,368.8
Share issue	3.3	9,467.5	–	9,470.8
Share-based bonus	–	–	124.7	124.7
Total	3.3	9,467.5	–2,244.1	7,226.7
Closing balance at 31.12.2021	99.5	18,451.3	1,359.0	19,909.8

¹⁾ The share capital amounts to SEK 99,494,363.

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Parent company statement of cash flows

SEK m	2022	2021
Cash flows from operating activities		
Operating profit (EBIT)	-108.6	112.0
Adjustments:		
Depreciation and amortization	9.5	9.3
Changes in accruals	0.0	60.2
Foreign currency exchange differences	-23.7	-3.9
Other non-cash adjustments	10.2	12.4
Increase (-) /decrease (+) in account receivables and other receivables	6,506.3	-6,126.7
Increase (+) /decrease (-) in account payables and other payables	-5,662.5	-573.0
Dividends received	3,843.5	3,414.2
Income taxes paid	3.8	-79.6
Net cash from operating activities	4,578.4	-3,175.2
Cash flows from investing activities		
Investment in subsidiaries/Group contributions paid	-827.1	-384.9
Investment in subsidiaries	-16,862.9	-18.9
Divestment of subsidiaries	0.7	-
Acquisition of property, plant and equipment	-8.0	-1.2
Investment in non current assets	-4.9	-2.8
Divestment of non current assets	0.9	1.9
Interest received	76.7	60.0
Net cash from investing activities	-17,624.8	-345.8
Cash flows from financing activities		
Dividends paid	-3,053.5	-2,368.8
Proceeds from borrowings	15,435.8	4,925.7
Interest paid	-26.5	-0.8
Net cash flows from financing activities	12,355.8	2,556.1
Net increase/decrease in cash and cash equivalents	-690.6	-964.9
Cash and cash equivalents at the beginning of the period	80.0	994.3
Foreign currency exchange differences on cash and cash equivalents	694.6	50.8
Cash and cash equivalents at the end of the period	84.0	80.0

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Parent company financial statements with notes

Note 1 Accounting principles

GENERAL INFORMATION

EQT AB, reg.no 556849-4180, is a Swedish registered limited company domiciled in Stockholm. The registered postal address is Box 16409, 103 27 Stockholm. The visiting address is Regeringsgatan 25, Stockholm.

The annual report and consolidated financial statements have been approved for issuance by the Board of directors on 29 March 2023. The consolidated income statement and balance sheet and the Parent company's income statement and balance sheet will be presented for approval at the annual shareholders' meeting on 30 May 2023.

Amounts are presented in SEKm unless otherwise stated. The accounting policies are unchanged compared with the annual report 2021.

STANDARDS ISSUED BUT NOT YET EFFECTIVE

Revised standards and interpretations issued by the IASB and the IFRS Interpretations Committee but not yet effective, are expected to have an immaterial impact on the Parent company's financial statements in the future periods of initial application.

DIFFERENCES BETWEEN THE GROUP'S AND THE PARENT COMPANY'S ACCOUNTING PRINCIPLES

Classification and presentation

The income statement and balance sheet of the Parent company are prepared in accordance with the schedules of the Annual Accounts Act, while the statement of income and other comprehensive income, the statement of changes in equity, and the statement of cash flows are based on IAS 1 Presentation of Financial Statements and IAS 7 Statement of Cash Flows.

Discontinued operations

Non-current assets held for sale and discontinued operations are not reported separately in EQT AB's income statement and balance sheet as the company follows Annual Accounts Act's presentation form for income statement and balance sheet. EQT AB does not apply IFRS 5.

Subsidiaries

Shares in subsidiaries are recognized at cost. Transaction costs are included in the carrying amount of shares in subsidiaries. In the consolidated financial statements, transaction costs attributable to business combinations are recognized directly in the income statement as incurred.

Contingent considerations are measured based on the probability that the consideration will be paid. Any changes in the provision/receivable is added to/reduces the cost of the shares in subsidiaries. In the consolidated

financial statements, contingent considerations are measured at fair value and changes in fair value are recognized in the income statement.

Investments in certain foreign entities with different types of share classes and with ring-fenced assets and liabilities attributable to each type of class, are treated as separate units, so called silos, within each entity. Only the share classes attributable to silos that are controlled by EQT AB are recognized as shares in subsidiaries.

Functional and accounting currency

The Parent company does not apply the Group's principles for determining the functional currency. Instead, the Annual Accounts Act's rules on accounting currency are applied, which means that the Parent company has SEK as its accounting and reporting currency.

Anticipated dividends

Anticipated dividends from subsidiaries are recognized in cases where the Parent company alone has the right to decide the size of the dividend and the Parent company has decided on the size of the dividend before the Parent company has published its financial statements.

Tax

Unlike the consolidated financial statements, the Parent company recognizes untaxed reserves in the balance sheet without allocating it to equity and deferred tax liability. Similarly, no part of the appropriation is allocated to deferred tax expenses in the Parent company's income statement.

Leases

The Parent company does not apply IFRS 16 Leases. Instead, all lease contracts where EQT acts as a lessee, the lease payments are recognized as an expense according to the straight-line method over the lease term. Accordingly, no right of use assets nor lease liabilities are recognized in the balance sheet.

Research and development

In the Parent company, all development costs are recognized as expenses in the income statement as incurred. In the consolidated financial statements, development costs are capitalized when certain criterias are met.

Financial instruments

The Parent company has, in accordance with RFR 2, chosen not to apply IFRS 9 Financial Instruments for financial instruments, which means that

financial non-current assets are measured at cost or amortized cost less any impairment losses and financial current assets are measured according to the lower of cost or market.

However, some of the principles in IFRS 9 are applicable – such as impairment losses and credit losses, recognition/derecognition, and the effective interest method for interest income and expenses.

The cost of interest-bearing instruments is adjusted for the accrued difference between the amount that was initially paid, after addition/deduction of transaction costs, and the amount paid on maturity, i.e. the premium and discount respectively.

Impairment losses on financial assets measured at amortized cost are recognized in accordance with IFRS 9, in the same manner as the consolidated financial statements.

Impairment losses on investments in equity instruments are recognized if the fair value is less than the carrying amount.

Financial guarantees

The Parent company's issued financial guarantee contracts consist partly of guarantees in favor of subsidiaries. Financial guarantees require the company to reimburse the holder of a debt instrument for losses that it incurs because a specified debtor fails to make payment when it is due in accordance with the terms of the contract.

The Parent company applies the allowed exemption to IFRS 9 as permitted by the Swedish Financial Reporting Board (RFR) for financial guarantees. The exemption relates to financial guarantee contracts issued in favor of, among others, subsidiaries. The Parent company recognizes financial guarantee contracts as provisions in the balance sheet when the company has a commitment for which it is probable that a payment will be required to settle the commitment.

Shareholders' contributions

Provided shareholders' contributions are recognized as an increase in the carrying amount of the shares/participation. Repaid shareholders' contributions are recognized as dividends followed by an impairment test of shares in subsidiaries.

Group contributions

Both group contributions received and paid are recognized as appropriations.

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Note 2 Revenue

Revenue derives from contracts to provide services for other companies, mainly subsidiaries. The services relate to management and support functions and are considered to be interrelated and therefore constitute a single performance obligation that is fulfilled over time to the customer. The transaction price for the services is determined by a method based on the arm's length principle.

Revenue is recognized over time as the assignment is performed based on costs incurred and the fulfillment of the performance obligations.

The fee is invoiced on an ongoing basis based on a preliminary cost estimate with a final settlement at year end, payment is due within 10 days from invoicing.

Note 3 Other operating income

	2022	2021
Foreign currency gains on operating receivables/liabilities	23.7	3.9
	23.7	3.9

Note 4 Other operating expenses

	2022	2021
Foreign currency losses on operating receivables/liabilities	–	–
	–	–

Note 5 Employees and personnel expenses

Average number of employees	2022	whereof women	2021	whereof women
Sweden	178	41%	142	45%

Disclosures regarding the company's Board of directors and senior executives are presented in the Group's Note 7.

Salaries, other remunerations and social security expenses, including pension expenses

	2022		2021	
	Salaries and remunerations	Social security expenses	Salaries and remunerations	Social security expenses
	312.7	146.1	254.6	117.2
(of which pension expenses)		50.2		36.1

Remunerations to the company's CEO and other senior executives are presented in the Group's Note 7.

Note 6 Audit fees and expenses

	2022	2021
KPMG		
Audit services	6.7	5.4
Other services	1.7	0.4
	8.4	5.8

Audit services refer to the legally required examination of the annual report and the book-keeping, as well as the Board of directors and the CEO's management and any other audit examinations or agreed-upon procedures determined by contract. This includes their work assignments which rest upon the company's auditor to conduct, and advising or other support justified by observations in the course of examination or execution of such other work assignments.

Note 7 Operating leases

Lease contracts where the Company is the lessee

	2022	2021
Future minimum lease payments under non-cancellable operating leases		
Within one year	59.6	49.8
Between one and five years	231.8	193.6
Later than five years	112.3	136.7
	403.7	380.1

	2022	2021
Lease expenses recognized	32.3	31.3

Office rent is included in future lease expenses. The lease agreement has a lease term of 10 years. Part of the office rent is recharged to the subsidiaries EQT Partners AB and EQT Exeter Advisors Sweden AB and is therefore not recognized in the lease expenses during the year.

Note 8 Profit/loss from participations in subsidiaries

	2022	2021
Impairment of shares in subsidiaries	–353.7	–936.5
Dividends from subsidiaries	4,375.4	2,921.1
	4,021.6	1,984.6

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Note 9 Interest income and similar profit/loss items

	2022	2021
Interest income, subsidiaries	334.6	235.7
Interest income, other	14.6	0.0
Foreign currency gains	–	–
Other	1.4	4.3
	350.5	240.0

Note 10 Interest expense and similar profit/loss items

	2022	2021
Interest expenses, subsidiaries	–131.9	–86.5
Interest expenses, other	–413.3	–34.3
Foreign currency losses	–2,130.7	–136.5
	–2,675.9	–257.4

Note 11 Income taxes

	2022	2021
Current tax expense	–	–10.9
Tax attributable to prior years	–0.2	–2.7
	–0.2	–13.5

Reconciliation of effective tax rate

	2022	2021
Profit before tax	2,741.8	2,028.2
Tax at Parent company’s statutory rate, 20.6% (20.6%)	–564.8	–417.8
Non-deductible expenses	–123.9	–116.8
Non-taxable income	901.5	523.7
Unrecognized tax losses	–212.8	–
Tax attributable to prior years	–0.2	–2.7
Reported effective tax	–0.2	–13.5

Note 12 Intangible assets

	Trademarks
Accumulated cost	
Opening balance 01.01.2022	0.8
Closing balance 31.12.2022	0.8
Accumulated amortization	
Opening balance 01.01.2022	–0.8
Closing balance 31.12.2022	–0.8
Carrying amount at year-end 31.12.2022	–
Accumulated cost	
Opening balance 01.01.2021	0.8
Closing balance 31.12.2021	0.8
Accumulated amortization	
Opening balance 01.01.2021	–0.8
Closing balance 31.12.2021	–0.8
Carrying amount at year-end 31.12.2021	–

Note 13 Property plant and equipment

	Leasehold improvements	Equipment	Total
Accumulated cost			
Opening balance 01.01.2022	82.5	11.8	94.3
Acquisitions	7.8	0.1	7.9
Closing balance 31.12.2022	90.3	11.9	102.2
Accumulated depreciation			
Opening balance 01.01.2022	–27.6	–6.1	–33.7
Depreciation	–8.4	–1.1	–9.5
Closing balance 31.12.2022	–36.0	–7.2	–43.2
Carrying amount at year-end 31.12.2022	54.4	4.6	59.0
Accumulated cost			
Opening balance 01.01.2021	81.3	11.8	93.1
Acquisitions	1.2	–	1.2
Closing balance 31.12.2021	82.5	11.8	94.3
Accumulated depreciation			
Opening balance 01.01.2021	–19.4	–5.0	–24.4
Depreciation	–8.2	–1.1	–9.3
Closing balance 31.12.2021	–27.6	–6.1	–33.7
Carrying amount at year-end 31.12.2021	54.8	5.6	60.5

Leasehold improvements relate to the headquarter office. Leasehold improvements also include art where depreciation does not take place.

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Note 14 Participations in subsidiaries

	2022	2021
Accumulated cost		
Opening balance	27,110.1	13,034.2
Acquisitions	58,919.4	13,580.7
Divestment of subsidiaries	-0.7	-
Shareholders' contributions paid	1,813.0	495.2
Closing balance	87,841.8	27,110.1
Accumulated impairments		
Opening balance	-4,450.6	-3,514.1
Impairment	-353.7	-936.5
Closing balance	-4,804.3	-4,450.6
Carrying amount at year-end	83,037.6	22,659.5

Specification of Participations in subsidiaries

Subsidiary / Corp. reg. no./ Registered office	Number of shares	Share in % ¹⁾	31.12.2022	31.12.2021
			Carrying amount	Carrying amount
EQT Services (UK) Ltd. Reg. no. 07936651, London	725	100.0	24.7	24.3
EQT Holdings BV. Reg. no. 54467861, Amsterdam	1,800,000	100.0	1,551.6	2,697.7
EQT Investment Verwaltungs-GmbH. Reg. no. HRB 194327, Munich	25,000	100.0	11.4	7.3
EQT Infrastructure II (GP) Ltd. Reg. no. 416498, Edinburgh	100	100.0 ²⁾	0.0	0.0
EQT Fund Management S.à r.l. Reg. no. B167.972, Luxembourg	1,627	100.0	310.1	185.0
EQT Mid Market (GP) Ltd. Reg. no. 436969, Edinburgh	100	100.0 ²⁾	0.0	0.0
EQT Management S.à r.l. Reg. no. B 145067, Luxembourg	12,500	100.0	52.4	49.7
EQT Netherlands Management BV. Reg. no. 60593733, Amsterdam	1	100.0	14.3	14.3
EQT Services Netherlands BV. Reg. no. 851645768, Amsterdam	1,800,000	100.0	39.9	39.3
EQT Partners AB. Reg. no. 556233-7229, Stockholm	5,000	100.0	49,991.2	209.0
EQT VII Ltd. Reg. no. 493105, Edinburgh	1	100.0 ²⁾	-	0.0
EQT Mid Market US (GP) Ltd. Reg. no. SC500973, Edinburgh	1	100.0 ²⁾	0.0	0.0
EQT Real Estate Ltd. Reg. no. SC504628, Edinburgh	1	100.0 ²⁾	0.0	0.0
EQT Ventures (GP) S.à r.l. Reg. no. B 0196578, Luxembourg	12,500	100.0	0.2	0.1
EQT Infrastructure III (GP) S.à r.l. Reg. no. B 207225, Luxembourg	12,500	100.0	0.1	0.1
EQT Co-Investment (GP) S.à r.l. Reg. no. B 209598, Luxembourg	1,200,000	100.0	0.6	0.6
EQT Mid Market Asia III GP Ltd. Reg. no. SC521109, Edinburgh	1	100.0 ²⁾	0.0	0.0

Specification of Participations in subsidiaries, forts.

Subsidiary / Corp. reg. no./ Registered office	Number of shares	Share in % ¹⁾	31.12.2022	31.12.2021
			Carrying amount	Carrying amount
EQT Mid Market Europe GP Ltd. Reg. no. SC521108, Edinburgh	1	100.0 ²⁾	0.0	0.0
EQT VII International Holdings BV. Reg. no. 69473129, Amsterdam	12,000	100.0	0.6	0.6
EQT VIII (GP) S.à r.l. Org. nr. B 215816, Luxembourg	12,000	100.0	0.1	0.1
EQT VII Co-Investment (GP) S.à r.l. Reg. no. B 217579, Luxembourg	12,000	100.0	0.2	0.1
EQT HC I Holdings BV. Reg. no. 58187898, Amsterdam	308,642	100.0	-	-
EQT HC II Holdings BV. Reg. no. 58188177, Amsterdam	308,642	100.0	-	-
White Mill Two AG. Reg. no. CHE-195.379.514, Wollerau	308,642	100.0	-	-
ECLO Credit Holding I AB. Reg. no. 559212-8861, Stockholm	6,500	100.0	-	0.7
EQT Treasury AB. Reg. no. 559227-5647, Stockholm	6,500	100.0	17,533.1	7,715.4
EQT VII Floss (General Partner) S.à r.l. Reg.no. B219445, Luxembourg	12,000	100.0	3.2	0.4
EQT Exeter Holdings US Inc Reg. no. 5402675, Dover	100	100.0	11,658.5	11,654.8
EQT Exeter Advisors Sweden AB Reg. no. 559296-3507, Stockholm	25,000	100.0	200.7	59.9
EQT Management SG Pte. Ltd. Reg. no. 2021226838H, Singapore	1.0	100.0	0.0	0.0
BPEA EQT Holdings AB. Reg.no. 559374-8691, Stockholm	25,000	100.0	1,589.3	-
BAKPDC3 Pte.Ltd. Reg.no. 201708595C, Singapore	54,291	100.0	55.3	-
			83,037.6	22,659.5

¹⁾ Referring to the owners' share of the capital, which is equivalent to the share of the votes for the total amount of shares.
²⁾ The value amounts to 1 GBP each for these companies.

Note 15 Other securities held as non-current assets

	2022	2021
Accumulated cost		
Opening balance	10.9	10.0
Additional assets	3.8	2.8
Divestment	-0.9	-1.9
Closing balance	13.8	10.9
Carrying amount at year-end	13.8	10.9

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Note 16 Financial instruments and risk management

FINANCIAL RISKS AND FINANCIAL RISK MANAGEMENT
The description of financial risks and financial risk management for the Group – Note 18 Financial Instruments and Financial Risks, is in all material aspects also applicable for the Parent company.

FINANCIAL ASSETS AND FINANCIAL LIABILITIES
The table below presents the Parent company’s financial assets and liabilities.

	2022	2021
Financial assets		
Long-term loans, subsidiaries	6,180.6	5,547.9
Other securities held as non-current assets	13.8	10.9
Other non-current receivables	5.4	5.4
Accounts receivables	22.8	12.0
Receivables from subsidiaries	6,909.8	6,536.5
Other receivables	392.8	33.5
Cash and bank	84.0	80.0
Total financial assets	13,609.2	12,226.2
Financial liabilities		
Interest-bearing liabilities	22,451.3	5,073.9
Long-term loans, subsidiaries	11,059.0	9,679.5
Accounts payable	29.9	26.5
Liabilities to subsidiaries	761.0	105.1
Other liabilities	252.0	20.5
Accrued expenses	394.5	175.0
Total financial liabilities	34,947.7	15,080.4

All financial assets are recognized at amortized cost. For short-term financial assets and liabilities (accounts receivables, receivables and liabilities from group companies, other receivables and liabilities, accrued income and expenses, cash and bank, and accounts payable) the carrying amounts are considered to be reasonable approximations of their fair value. For a description and disclosures about the fair value of other securities held as non-current assets, see the Group’s Note 18.

Note 17 Other long-term receivables

	2022	2021
Accumulated cost		
Opening balance	5.4	5.3
Additional receivables	–	–
Foreign currency gains	–	0.1
Carrying amount at the year-end	5.4	5.4

Note 18 Prepaid expenses and accrued income

	2022	2021
Insurance	34.6	16.5
Pensions	1.4	0.8
Licenses	44.9	25.6
Prepaid Transaction cost	–	42.6
Other	25.4	19.7
	106.4	105.2

Note 19 Revolving credit facility

In December 2020, EQT signed a five-year EUR 1 billion revolving credit facility (RCF). On 25 April 2022 the RCF was increased to EUR 1.5 billion. The RCF increases the financial flexibility of EQT and is used for corporate purposes, supporting the EQT AB Group’s growth initiatives and long-term strategy. The RCF is not limited to a specific currency, it can be utilized in both EUR and USD, by both EQT AB and EQT Treasury AB. As of 31 December 2022, the RCF was unused. The RCF also incorporates a pricing mechanism linked to ESG-related objectives, lowering the interest rates if targets are met, and increasing them if targets are not achieved. It is thus in line with EQT’s overall approach of integrating sustainability throughout its activities, both on EQT AB Group level and within funds advised by EQT.

Note 20 Number of shares and quota value

For further information regarding Number of shares and quota value, see the Group’s Note 14 Equity.

Note 21 Interest bearing liabilities

For further information regarding Interest bearing liabilities, see the Group’s Note 15 Interest bearing liabilities.

Note 22 Accrued expenses and prepaid income

	2022	2021
Accrued personnel expenses	129.3	123.5
Accrued consultancy fees	335.1	134.4
Other accrued expenses	59.4	40.6
	523.8	298.5

Note 23 Pledged assets and contingent liabilities

As of 31 December 2022 the Parent company does not have any general guarantee commitments (SEK 0.0), pledged assets or contingent liabilities.

Note 24 Related parties

Related parties	Year	Sales of services	Purchases of services	Other	Receivables	Liabilities
Subsidiaries	2022	1,626.3	–	4,578.0	13,090.4	11,820.1
Subsidiaries	2021	1,246.3	–	2,684.9	5,992.9	9,784.6

Note 25 Events after the reporting period

For disclosures regarding events after the reporting period, see the Group’s Note 22.

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PROPOSAL FOR THE DISTRIBUTION OF NET INCOME

Standing at the disposal (in SEK) of the annual shareholders’ meeting, in accordance with the balance sheet of EQT AB:

Share premium reserve	60,487,833,138
Profit brought forward	-1,555,498,881
Net income	2,741,569,519
Total	61,673,903,776

The Board proposes that, following approval of the balance sheet of EQT AB for the financial year 2022, the annual shareholders’ meeting should distribute the earnings as follows:

Dividend to shareholders:

SEK 3.00 per share	3,558,382,605 ¹⁾
Retained earnings	58,115,521,171
Total	61,673,903,776

¹⁾ Based on the number of outstanding shares at 31 December 2022. The amount of the dividend may change due to issue of new shares up until each record date.

It is the Board’s opinion that the proposed dividend is justifiable taking into consideration the demands that the nature, scope and risks of EQT’s operations place on the size of EQT AB’s and EQT AB Group’s equity, and EQT AB’s and EQT AB Group’s consolidation needs, liquidity and financial position in general.

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EQT AB
Corp. id 556849-4180

The board and CEO assure that the Annual Report has been prepared in accordance with generally accepted accounting principles in Sweden and the consolidated accounts have been prepared in accordance with International Accounting Standards, stated in the regulation of the European Parliament and the Council of Ministers (EG) no 1606/2002 of 19 July 2002, concerning the application of international accounting standards. The Annual Report and the consolidated accounts give a true and fair view of the parent company as well as of the EQT AB Group's position and result. The Board of directors' report for the parent company and the EQT AB Group gives a true and fair view of the parent company's and Group's business development, position and result. It also describes the major risks and uncertainty factors facing the parent company and Group companies.

Stockholm 29 March 2023

Conni Jonsson
Chairperson

Christian Sinding
CEO

Brooks Entwistle

Johan Forssell

Nicola Kimm

Diony Lebot

Gordon Orr

Margo Cook

Marcus Wallenberg

The Annual Report and the consolidated accounts have been approved for publication by the Board of directors and the Chief Executive Officer on **29 March 2023**. The consolidated income statement and balance sheet and the parent company's income statement and balance sheet will be presented for adoption by the AGM on 30 May 2023.

Our audit report has been submitted
KPMG AB

Håkan Olsson Reising
Authorized public accountant

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Managing risks

EQT faces a variety of risks and uncertainties, which could materially affect its operations, reputation, financial position and/or earnings. Effective oversight and management of risks is an integral part of EQT's ability to deliver on its strategic objectives. EQT's ability to generate superior risk-adjusted returns for its funds' investors requires a full understanding of investment risks and opportunities as well as a disciplined approach to manage those throughout the investment and ownership phases.

EQT performs periodic reviews of the principal risks facing the Group. On at least an annual basis, senior

management reviews the list of risks to decide whether any new risks should be incorporated into the Group risk map. These include risks that would threaten the company's performance or reputation as well as those with a higher likelihood and greater impact on strategic objectives. In addition, the risk team monitors and assesses emerging risks and discusses with management their current and potential impact on EQT's strategic objectives.

Strategic objectives

- 1 Future-proof companies and make a positive impact with everything we do
- 2 Generate superior risk-adjusted returns through thematic active ownership
- 3 Solidify Europe, expand North America and win Asia
- 4 Become the global leader in Infrastructure, a global leader in Private Capital and a global top-3 player in Real Estate
- 5 Increase the scaling speed of our operating and distribution platform to serve our key stakeholders (clients and shareholders)
- 6 Stay ahead on culture, talent management and leadership

Risk type	EQT's principal risks
External risks	Competitive environment in private markets
	Risk of prolonged macroeconomic downturn
	Operational & financial disruptions related to adverse events
Strategic risks	Weak fund performance
	Inability to meet fundraising targets
	Challenges in attracting, retaining and managing talent
	Dilution of culture and values
	Integration risk
	Failure to adequately scale the operating platform
Financial risks	Market, credit and liquidity risks
	Sustainability and ESG risks
Emerging risks	Increasing regulatory scrutiny and enforcement actions in private markets
	Increasing shift towards a multipolar world
	Failure of climate-change adaptation

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EXTERNAL RISKS

Competitive environment in private markets

Corresponding strategic objective(s): 2 3 4

Risk overview

Potential impact:

- Fewer investment opportunities, affecting the funds' pace of deployment.
- Higher risk of overpaying for investments, impacting fund returns.
- Tightened financing conditions for new deals.
- IPO markets dislocation limiting potential exit routes.

Risk management & mitigation

EQT's active ownership model, which focuses on driving growth through sustainable transformation of portfolio companies and assets, is the main value driver of the EQT funds' strategy, making the EQT funds' portfolio more resilient throughout the valuation cycle. A solid pipeline and a local-with-locals approach are other key mitigation tools to manage deal competition.

In 2022, EQT established a dedicated Capital Markets team, with members from across business lines, working with debt underwriting activities and equity capital markets. EQT is consolidating and coordinating its approach toward its banking and financial services relationships globally.

2022 & outlook

The private deal market showed lower levels of activity throughout 2022, resulting in increased competition for high-quality thematic assets in strong sectors. Thus prices have remained resilient and competitive in certain sectors. With significant dry powder in the industry and challenges in obtaining favorable debt financing, the competitive environment is expected to continue in 2023.

EXTERNAL RISKS

Risk of prolonged macroeconomic downturn

Corresponding strategic objective(s): 2 3 4

Risk overview

Potential impact:

- Reduced earnings growth, lower earnings multipliers and/or covenant risk in portfolio companies.
- Changes in multiples observed on market and discount rates used for investment valuations.
- Slower investment and exit pace leading to extended holding periods, negatively impacting IRRs.
- Extended fundraising timelines.
- Carried interest postponed or not achieved.
- Challenges in assessing fair value of investments in a volatile macro environment.

Risk management & mitigation

EQT's thematic investment approach is based on investing in companies with strong market positions in resilient sectors benefiting from long-term secular trends, thus being less correlated with the economic cycle. By transforming and future-proofing portfolio companies and assets, EQT's active ownership model coupled with its thematic investment approach mitigate the impact of a recession on portfolio valuations. Furthermore, EQT has worked actively to prepare its portfolio companies for various macro scenarios.

Given the high deal activity in 2021, the EQT funds have a relatively young portfolio with value creation and transformation well underway. Furthermore, with more than EUR 50bn of capital across strategies to deploy, the funds are well positioned to take advantage of unique investment opportunities if a prolonged macroeconomic downturn leads to significant repricing in certain markets.

EQT has a disciplined approach to leverage and very strong relationships with banks and private credit funds, through its dedicated Capital Markets team, which helps the funds' ability to obtain favorable debt financing, with the majority of the financing being covenant-lite. At the portfolio company debt level, interest rate risk is managed through the use of fixed-rate financing or hedging.

2022 & outlook

Despite the expectation of easing inflation pressures during 2023, the risk of a prolonged macroeconomic downturn remains. This could affect the EQT funds' returns in the long run, specifically those that were deployed at the peak of the valuation cycle. Furthermore, EQT expects continued volatility in the debt markets which may impact both access to financing as well as its ability to obtain attractive terms.

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EXTERNAL RISKS

Operational & financial disruptions related to adverse events

Corresponding strategic objective(s): **2**

Risk overview

Potential impact:

- May impact EQT’s reputation.
- Large financial costs for EQT.
- Unforeseen financial consequences in underlying investments.

2022 & outlook

2022 was a year of uncertainty, with inflation, rate hikes, the energy crisis and geopolitical conflicts. Continued headwinds in 2023 are expected. Another source of future uncertainty arises from new political and legal developments, specifically in relation to geopolitical confrontations, tax rules, and government reviews of M&A taking geopolitical risk into account.

Furthermore, rapid digitalization in advanced economies and rising geopolitical tensions, have led to new cyber threats. In response to this development, EQT continues to review the adequacy and resilience of its technology infrastructure as the business grows.

Risk management & mitigation

EQT has a strong balance sheet and liquidity position, which makes the Group highly resilient in times of crisis. Its robust incident and crisis management process ensures all relevant parties are quickly mobilized. Following Russia’s invasion of Ukraine, EQT conducted a comprehensive review of current exposures and contingency plans to assess the potential impact on EQT and its portfolio companies. EQT does not have any material financial or operational exposure to Russia or Ukraine at the Group level or through its portfolio companies.

The EQT governance model enables EQT to work closely with portfolio companies and support them during times of crisis. Most portfolio companies have fixed-rate financing with borrower-friendly features, such as covenant-light. EQT continuously defines and implements the best cyber solutions for its environment and runs a threat detection and incident response program. It also provides periodic cyber security training to all employees and conducts phishing tests to increase awareness of the risks associated with phishing emails. At the portfolio company level, the EQT Digital team is responsible for monitoring portfolio companies’ cyber security posture, actively following any identified risk and providing expert advice.

STRATEGIC RISKS

Weak fund performance

Corresponding strategic objective(s): **1 2**

Risk overview

Potential impact:

- Reduced carried interest and investment income received by EQT.
- Reduced ability to raise future funds.
- May damage EQT’s brand, reputation and long-term prospects.

2022 & outlook

EQT continued to implement future-proofing measures in its funds’ portfolio companies and has worked actively to prepare its portfolio companies for different macro scenarios. EQT funds are in a good position to benefit from a relatively young portfolio invested with a thematic investment approach, with investments based on long-term secular trends with strong pricing power and less correlated with the economic cycle. Despite pockets of underperformance and lower valuation references, the valuations across all key funds have been resilient in 2022, due to strong underlying performance.

Given the challenging macro environment, value creation is expected to take longer, leading to longer holding periods which may negatively impact IRRs.

Within real estate, EQT Exeter’s diversification of the portfolio creates resiliency in a challenging macro-economic environment. EQT Exeter’s vertically integrated operating infrastructure continues the theme of an active ownership model and allows for nimble responses to rapidly changing market conditions.

Risk management & mitigation

As part of EQT’s active ownership model, the EQT Playbook is a key driver of EQT funds’ performance, driving growth through digitalization, sustainability and operational excellence. Strong governance rights ensure EQT’s ability to support the execution of the business plan in the portfolio company.

All proposed investments go through a thorough due diligence and approval process during which all key aspects of the transactions, company and industry are discussed. EQT applies long-term averages when looking at expected realization multiples as part of the underwriting decisions to mitigate the risk of investing through different cycles.

The portfolio companies’ performance is monitored on an ongoing basis. The Portfolio Performance Review (“PPR”) tracks the progress of each investment, identifying opportunities and warning signs early on and advising on the next steps. In addition, size limits per investment ensure that each fund is not materially affected by the underperformance of a single investment.

Finally, the Global Investment Forum (“GIF”) reviews overall performance and exposures across all the EQT funds, to ensure consistency in the business lines’ investment approach and drive performance in a disciplined manner.

During the year, EQT underwent re-underwriting exercises, to prepare for a potential macroeconomic downturn and to accelerate value creation. The exercise included a re-assessment of multiple factors such as market growth, portfolio company performance, exit valuation and timing.

In 2022, EQT Exeter was quick to decelerate the pace of new acquisitions and property development ahead of the market turbulence experienced in the second half of the year. Instead, it turned its focus to preserving and closely monitoring liquidity and reassessing strategies for certain aspects of its portfolio to best position the funds for long-term success.

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STRATEGIC RISKS

Inability to meet fundraising targets

Corresponding strategic objective(s): 3 4

Risk overview
Potential impact:

- Reduced revenues due to lower AUM and management fees, and over time, realized carry.

2022 & outlook
The EQT funds’ ability to meet fundraising targets is dependent on supply and demand factors, as well as historical and expected performance of the EQT funds. In 2022, fundraising progressed well for EQT’s more established strategies.

Given the macroeconomic backdrop, combined with the rapid pace of fundraising in recent years and the denominator effect, some headwinds in the fundraising market for 2023 are expected until markets stabilize. Furthermore, due to the challenging financing markets, the pace of deployment is expected to move towards more normalized fund cycles of approximately three years.

In 2023, EQT will continue fundraising for its next flagship fund within its business segment Real Assets. A resilient asset class in the current market environment.

Risk management & mitigation
Fund performance is a key driver for EQT’s ability to meet fundraising targets and is the main risk mitigation. While EQT does not control external macroeconomic factors, EQT’s project-based fundraising processes and performance culture help minimize the risk of not meeting fundraising targets.

EQT has further strengthened its diverse product offering with the combination of BPEA. With the combination, EQT has also gained 100 new clients. No client represents more than five percent of committed capital.

To ensure adequate resources are allocated to fundraising projects, the Capital Raising team maintains ongoing dialogues with the business lines and updates the fundraising plans accordingly.

STRATEGIC RISKS

Challenges in attracting, retaining and managing talent

Corresponding strategic objective(s): 6

Risk overview
Potential impact:

- Insufficient resources to meet strategic objectives.
- Loss of talent, affecting the success of investment and fundraising activities.

2022 & outlook
EQT’s personnel grew with approximately 600 employees during 2022, through organic and acquired growth. As part of its ambition to create a more inclusive and gender-equal workplace, EQT continued to improve diversity at all levels within the investment profession. Like any major cultural shift, this rebalancing comes with challenges, especially in sectors and countries where the pool of women is limited. EQT will continue to work towards its diversity targets in 2023.

By investing in its culture and promoting the EQT values to all employees – current, recruited and acquired – the cultural foundation is solid. Staff engagement is monitored at least quarterly, giving all managers a good tool to develop the group and its leadership further and get a deeper insight into selected areas. EQT is increasing the efforts in Diversity, Equality & Inclusion by data availability & analysis, thus broadening the recruitment framework.

Risk management & mitigation
The ability to attract, retain and develop talent is supported by several measures, including a well-defined recruitment process, a competitive and long-term approach to compensation, and a focus on development opportunities through the performance development process, mentoring and the EQT Academy. The EQT Academy is an important tool in providing training for each career stage and function.

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STRATEGIC RISKS

Dilution of culture and values

Corresponding strategic objective(s): 6

Risk overview

Potential impact:

- Loss of talent.
- May impact staff retention.
- Impact on fund performance and long-term strategy.

2022 & outlook

EQT has a strong corporate culture based on five core values. Acquisitions and expansion across different geographical areas and markets may pose organizational and cultural challenges. So far, integrations of all EQT's combinations have progressed well and have not negatively impacted the company culture and values, rather the opposite. However, EQT pays close attention to how the company culture develops and works continuously to guard its values.

Risk management & mitigation

EQT works to uphold EQT's core values while aligning and adapting when growing. Employee introduction to the culture and corporate values are embedded into the integration process. Employee retention initiatives, training and corporate events are continuously supported.

The EQT Academy and the EQT Foundation are important tools for nurturing EQT's culture and values. The EQT Foundation also acts as a guardian of EQT's values through its long-term ownership and governance model and the EQT Academy provides training for each career stage and function.

STRATEGIC RISKS

Integration Risk

Corresponding strategic objective(s): 5 6

Risk overview

Potential impact:

- Challenges in scaling the operating platform.
- Loss of talent.
- May impact staff retention.

2022 & outlook

Integration always poses new challenges. With the combination of BPEA well underway and progressing on track in 2022, EQT expects the integration risk to decrease in 2023. The combination of EQT and Exeter progressed well in 2021 and 2022. However, some integration work and associated challenges remain.

The smaller acquisitions of Life Sciences Partners, Bear Logi and Redwood Capital made during the year do not impose any material integration risks.

Risk management & mitigation

Following the combination with BPEA, EQT chose a staged and inclusive approach to change management, with a focus on integrating core central functions and the Client relations and Capital Raising team in the EQT platform, while leaving much autonomy to the BPEA team regarding its daily operations. BPEA has not experienced abnormal staff attrition following the acquisition. Both BPEA and Exeter's senior leadership have remained large shareholders and are members of EQT's Executive Committee.

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STRATEGIC RISKS

Failure to adequately scale the operating platform

Corresponding strategic objective(s): 5

Risk overview
Potential impact:

- Operational failures, which could lead to a deterioration of EQT's reputation, breaches of investor agreements and compliance-related sanctions.
- Higher costs of doing business for EQT.
- Loss of talent, affecting the success of EQT's platform.

2022 & outlook
In pursuing its growth ambitions, EQT must constantly adapt its operational processes to improve the efficiency and scalability of its operating platform.

As part of its day-to-day operations, EQT processes large amounts of transactions and data, making it vulnerable to errors or delays in areas where processes are not fit for purpose.

The integration process of recent acquisitions increases the operational risk in the short term. However, as the integration progresses, large efficiency gains are expected where EQT can scale its footprint and enhance the client experience further.

EQT sees long-term growth potential in the client segment of private wealth. EQT is evaluating semi-liquid structures and expects to launch certain products in 2023. Products aimed at the private wealth segment can further increase the complexity of operations and will require enhanced skills and efficiencies of EQT's operations.

Risk management & mitigation
All functions within EQT, particularly the Fund Operations team and Central Functions' Specialist teams, are responsible for developing and maintaining robust policies & procedures to ensure the quality, resiliency, and scalability of EQT's operations. The internal control framework is reviewed annually to identify and remedy control issues. In addition, during the year, EQT launched numerous strategic initiatives to improve the efficiency and scalability of critical business processes. This is expected to continue in 2023.

To mitigate the associated risks with new products aimed toward the private wealth client segment, EQT has already started preparing its operations and hiring new team members to support the new initiatives.

STRATEGIC RISKS

Sustainability and ESG risks

Corresponding strategic objective(s): 1

Risk overview
Potential impact:

- Reduced investment performance or realization potential, impacting fund returns if material ESG risks and opportunities are not acted on.
- Failure to execute on the sustainability agenda may damage EQT's brand, reputation and long-term prospects, including EQT's ability to raise future funds.
- Failure to identify thematic (e.g., social- and climate-related) investment and fundraising opportunities could hurt EQT's market share, in the long run.
- Failure to meet regulatory requirements may result in compliance-related sanctions and damage EQT's brand, reputation and long-term prospects.

2022 & outlook
Throughout the year, EQT accelerated its sustainable transformation journey and strengthened the governance model by introducing a Sustainability Committee, marking the first Board-level commitment to sustainability in the private markets industry. EQT has aligned its incentives and commitment to sustainability through sustainability-linked financing, including three sustainability-linked bonds and ESG-linked credit facilities at the fund level. To accelerate climate transition, in 2021, EQT was the first private markets firm to set science-based targets (SBTs), greenhouse gas emission reduction targets in line with the Paris Agreement. As part of this, EQT is committed to reducing GHG emissions for its own operations and having EQT funds' portfolio companies set their own science-based targets. Given the complexity of this transition, effective execution and risk monitoring will be critical to successfully delivering on these goals. Furthermore, EQT's overall climate risk exposure of real estate assets have increased as a result of the merger of EQT and Exeter Property Group.

As sustainability-related requirements increase and with that regulatory and public scrutiny, EQT must constantly adapt its processes to improve the efficiency and scalability of its operating platform whilst reducing the risk of errors to ensure compliance with applicable rules and regulations.

Risk management & mitigation
As a responsible investor, sustainability and ESG considerations are integral to EQT funds' investment and value creation process. ESG risks are evaluated early in the investment process when conducting due diligence on target investments, where sustainability aspects are a key input in the investment decision process. During the year, EQT has continued to develop its Sustainability Risk Framework to systematically and in a standardized manner incorporate ESG risk during the investment and ownership process.

During the year, EQT Exeter has prioritized establishing a global approach to assessing and managing physical climate risk for its directly managed portfolio in order to incorporate risk assessment into due diligence, identify properties at acute risk, report aggregate risk metrics, and track progress of adaptation and resilience measures.

Portfolio companies are regularly assessed across a set of sustainability KPIs, set to capture both internal ambitions and regulatory requirements. EQT supports the portfolio companies in ensuring that remedial measures are put in place to improve its sustainability profile during the EQT funds' ownership.

External data sources such as RepRisk are also used to monitor ESG risk exposures regularly.

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FINANCIAL RISKS

Market, credit and liquidity risks

Corresponding strategic objective(s): 2 4

Risk overview

Potential impact:

- Reduced earnings, if market fluctuations impact interest rates, currency exchange rates or the valuation of EQT AB Group’s investments.
- Credit losses, in the event of a failure of a counter-party.

2022 & outlook

To further increase EQT’s financial flexibility and support EQT’s growth initiatives and long-term strategy, EQT increased its ESG-linked Revolving Credit Facility to EUR 1.5bn in 2022. It also issued two sustainability-linked bonds, a EUR 750m 10-year bond, and EUR 750m 6-year bond. EQT’s interest rate risk is limited as the sustainability-linked bonds have fixed coupons, subject to ESG-related objectives.

Risk management & mitigation

The EQT AB Group uses risk mitigation tools, such as minimum credit ratings, cash forecasting and liquidity facilities. See more information under Note 18.

The Treasury team monitors and reports on those risk exposures periodically.

EMERGING RISKS

Increasing regulatory scrutiny and enforcement actions in private markets

Corresponding strategic objective(s): 2 3 4 6

Risk overview

Potential impact:

- Cost of doing business in certain jurisdictions becomes prohibitive due to increased regulatory burden and/or uncertainties.
- Increased complexities in investment and value-creation process due to regulatory uncertainty and limitations imposed reduce the attractiveness of certain investment opportunities.
- Failure to meet new regulatory requirements may result in compliance-related sanction and damage EQT’s brand, reputation and long-term prospects.
- Restrictions on certain deals in strategic sectors and certain geographies, reducing potential future gains for the EQT funds.

Risk management & mitigation

EQT has made significant hiring efforts to bolster its Central Functions’ Specialist teams globally to support the organization in navigating an increasingly complex regulatory landscape.

EQT has implemented a Regulatory Watch Model to ensure that new regulatory initiatives and trends are identified and assessed promptly to secure business objectives and continuous compliance.

EQT has strengthened its internal regulatory expertise and appointed external law firms as coordinating counsel for regulatory filings to mitigate transaction risk.

As the private markets industry continues to grow and is becoming increasingly more accessible for non-institutional clients, EQT expects to navigate an evolving regulatory landscape in which regulators increase their focus on the industry, with a particular focus on investor protection. This could increase the regulatory burden and operational costs for EQT if not handled efficiently and the cost of doing business in certain jurisdictions over the long term. Furthermore, increased scrutiny on deal transactions from antitrust agencies is expected, given the increased focus on private market firms from regulators worldwide, particularly the United States. This could affect EQT’s long term ability to enter into, and exit, transactions in certain industries.

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EMERGING RISKS

Increasing shift towards a multipolar world

Corresponding strategic objective(s): 2 3 4

Risk overview
Potential impact:

- Increased complexities in investment and value-creation process, eroding EQT funds’ investment returns at the time of exit.
- Certain sectors and geographies, where EQT funds have invested, become less attractive, leading to long-term drift in the investment strategy, which if not managed, could make EQT less competitive in raising funds over the long term.
- Restrictions on certain deals in strategic sectors and geographies may reduce exit options for the EQT funds.

In the face of ongoing trade wars, increasing geopolitical tensions and supply chain disruptions, the shift towards a fragmented world economy is accelerating. Furthermore, the pandemic and the war in Ukraine have amplified the importance of supply chains and energy security. With the deterioration in relations between the United States and China, there is a risk of an emerging multipolar world where cross-border business models face increasing challenges, including increased regulatory and foreign direct investment scrutiny and lower profit margins. With the expansion in Asia through the combination with BPEA, EQT’s exposure to this emerging risk has increased.

Risk management & mitigation
The spreading of risks across strategies and assets is a key mitigation to manage this emerging risk. Overall performance and exposures are monitored by the Global Investment Forum (“GIF”) on a regular basis. In addition, EQT’s local-with-local approach, supported by 600+ high-profile advisors within the EQT Network will help EQT funds’ portfolio companies adjust their strategies to such challenges. Furthermore, all proposed investments go through a thorough due diligence and approval process during which all key aspects and outlooks of the transactions, company and industry are discussed.

Finally, the emergence of a multipolar world also presents new opportunities leading to successful investments, thereby reducing the impact of investments that have failed to adapt their business model.

EMERGING RISKS

Failure of climate-change adaptation

Corresponding strategic objective(s): 1 2 3 4

Risk overview
Potential impact:

- May negatively affect revenues, costs and ultimately valuation of EQT fund’s investments, thus leading to reduced investment performance or realization potential, impacting fund returns.
- Failure to execute on its climate agenda within EQT fund’s investments and at EQT Group level could damage EQT’s brand, reputation and long-term prospects.
- A high-exposure to climate-related risks in EQT funds might have an impact on EQT’s ability to raise future funds, which in turn will lead to lower management fees.

The potential risks stemming from climate change are most material within the portfolios of EQT funds, hence an important element is to assess climate risk in the sourcing and due diligence phases, as well as managing and mitigating during ownership, focusing on ensuring that investments are future-proofed for both EQT and future owners.

Risk management & mitigation
EQT’s thematic investment approach and active ownership model, which focuses on driving growth through sustainable transformation of portfolio companies, is the main value driver of the EQT funds’ strategy and helps mitigate the risk of climate change on EQT’s investments.

To further mitigate the emerging risk, EQT is enhancing its Sustainability Risk Framework. This is done by further integrating climate risk as part of the due diligence process to assess physical and transition risks of potential new investments, utilizing external climate risk screening tools. As physical climate risk is in general a highly material topic for real estate, EQT Exeter has commenced physical risk assessment for its directly managed portfolio.

Finally, to identify and assess exposure to climate risk and analyze risk-mitigating techniques, EQT has also conducted a pilot in creating a combined climate risk and human rights risk heat map, with the first analysis conducted within the Healthcare sector, one of EQT’s key sectors.

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To the general meeting of the shareholders of EQT AB, corp. id 556849–4180

REPORT ON THE ANNUAL ACCOUNTS AND CONSOLIDATED ACCOUNTS

Opinions

We have audited the annual accounts and consolidated accounts of EQT AB for the year 2022. The annual accounts and consolidated accounts of the company are included on pages 65–125 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act, and present fairly, in all material respects, the financial position of the parent company as of 31 December 2022 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2022 and their financial performance and cash flow for the year then ended in accordance with International Financial Reporting Standards (IFRS), as adopted by the EU, and the Annual Accounts Act. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company’s audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor’s Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based

on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Key Audit Matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Carried interest

See disclosure 5 and accounting principles on pages 75–76 in the annual account and consolidated accounts for detailed information and description of the matter.

Description of key audit matter	Response in the audit
As of 31 December 2022 the group reported carried interest of EUR 163 million.	Our audit procedures included, but were not limited to:
Carried interest is a share of profits that EQT AB Group receives through its holdings in the Special Limited Partners as variable consideration fully dependent on the performance of the relevant fund and the development of the funds underlying investments. EQT AB Group is entitled to an agreed share of accumulated profits exceeding agreed thresholds over the expected life of each individual fund.	• We have reviewed the company’s model for calculation of carried interest and obtained an understanding of the valuation process and key controls in this process, • We have assessed the development of the funds underlying investments and the discounts to conclude whether these were performed in accordance with the prescribed method, • We tested that the methodology and consistency applied in the valuation of the portfolio companies is in accordance with the International Private Equity and Venture Capital Valuation Guidelines, • We assessed the relevance of multiples used against market multiples from relevant transactions or market data, • We have involved an internal valuation- and accounting specialists to assess the current unrealized fund values by imposing discounts and also to evaluate the accuracy of the disclosures of carried interest in the annual accounts and consolidates accounts.
Management of the EQT AB Group makes assumptions and uses estimates to determine whether or not revenue should be recognized including the timing and measurement of revenue from carried interest. Revenue should only be recognized to the extent it is highly probable that revenue would not result in significant revenue reversal of accumulated revenue recognized on final settlement of the fund. The reversal risk is managed through adjustments of current unrealized fund values by imposing discounts. The discounts applied depend on specific segment risks and the expected average remaining holding period of each fund.	

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Other information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1–64, 130–163 and 180–189. The other information comprises also of the remuneration report which we obtained prior to the date of this auditor's report. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the board of directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of the company's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's, use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company and a group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated accounts. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

We must also provide the Board of Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, measures that have been taken to eliminate the threats or related safeguards.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the annual accounts and consolidated accounts, including the most important assessed risks for material misstatement, and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes disclosure about the matter.

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REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Auditor's audit of the administration and the proposed appropriations of profit or loss

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of EQT AB for the year 2022 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the board of directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner.

The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional scepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined the Board of Directors' reasoned statement and a selection of supporting evidence in order to be able to assess whether the proposal is in accordance with the Companies Act.

THE AUDITOR'S EXAMINATION OF THE ESEF REPORT

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for EQT AB for year 2022.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

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Basis for opinion

We have performed the examination in accordance with FAR’s recommendation RevR 18 Examination of the Esef report. Our responsibility under this recommendation is described in more detail in the Auditors’ responsibility section. We are independent of EQT AB in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the board of directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the Esef report in accordance with the Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor’s responsibility

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The audit firm applies ISQC 1 Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and other Assurance and Related Services Engagements and accordingly maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with professional ethical requirements, professional standards and legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design procedures that are appropriate in the circum-

stances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of the assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

KPMG AB, Box 382, 101 27, Stockholm, was appointed auditor of EQT AB by the general meeting of the shareholders on the 1 June 2022. KPMG AB or auditors operating at KPMG AB have been the company’s auditor since 2012.

Stockholm 29 March 2023

KPMG AB

Håkan Olsson Reising
Authorized Public Accountant

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Sustainability notes

EQT Infrastructure V

Trescal

Trescal is a global leader of calibration laboratories with over 380 facilities spanning 29 countries. It provides essential and regulated calibration services in critical infrastructure end-markets experiencing increasingly stringent requirements like transport, healthcare, and telecom. EQT Infrastructure will further strengthen Trescal through increased investment in commercial excellence, cutting-edge digitization, sustainability and the breadth of its laboratories' capabilities and footprint.

Note: The transaction has not yet closed.



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▶ Information regarding EQT funds.

Framework and scope

The content and topic boundaries related to EQT’s sustainability reporting are based on EQT’s materiality analysis, which was updated during 2022. The materiality analysis includes an assessment of material impacts according to the GRI 2021 standards. For each material topic, relevant GRI disclosures are assessed and reported on. EQT also assesses and evaluates other relevant metrics, such as the Stakeholder Capitalism Metrics developed by the World Economic Forum’s International Business Council (IBC), an initiative which EQT formally supported in September 2021.

In cases where EQT currently cannot report on a relevant GRI disclosure, the reason for omissions is presented and/or an EQT-specific disclosure is reported on. Deviations or comments are found in the GRI content

index. Given the combination with Exeter in 2021 and the recent combination with BPEA, which closed in the third quarter of 2022, there are certain data points and processes that are not yet available or fully aligned across the group; such deviations are presented in the footnote under each data table.

The direct scope of EQT’s sustainability reporting is EQT AB Group. Indirect impacts from EQT’s investment advisory activities and EQT funds were assessed as part of the materiality analysis and depending on topic these are also reported, such as part of the section around Investment and value creation process, and within the areas of Decarbonization, Renewable energy and Diversity.

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Stakeholder engagement and materiality analysis

STAKEHOLDER ENGAGEMENT

EQT’s key stakeholders consist of individuals or functions that are impacted by EQT’s operations or, on the other hand, impact EQT. EQT is a stakeholder-centric organization which deeply values transparent dialogues and discussions with stakeholders as these help EQT to be close to market developments, assess and address stakeholder needs and find opportunities for collaboration. Examples of key stakeholder groups include:

- Employees, current and potential, and Advisors from the EQT Network
- Clients to the EQT funds, current and potential
- Shareholders and public market analysts
- EQT funds’ portfolio companies and assets’ tenants
- Debt providers

During 2022, there has been extensive internal and external stakeholder engagement in relation to the EQT’s new materiality analysis. Topics that recently have increased in relevance according to several stakeholders include human rights and biodiversity. Topics that continue to grow in importance include decarbonization and climate adaptation, a broadening of the diversity definition (beyond gender) and ESG data, disclosures, and performance in general.

The table below shows examples of sustainability-related topics covered as part of ongoing stakeholder dialogues. Sustainability topics often form an integrated part of EQT’s general interactions with stakeholders but can also be the principal reason for a conversation. Apart from what is presented in the table, other key stakeholders that EQT frequently engages with

include: Future employees, owners and buyers, entrepreneurs, advisors and other business partners, industry associations, politicians and opinion builders, regulatory bodies, academia, unions, research analysts and ESG rating agencies.

MATERIALITY ANALYSIS

As part of an internal process to further unfold its purpose and set new, long-term sustainability ambitions, EQT has during the course of 2022 updated its materiality analysis. This process has included discussions and workshops with senior leaders of EQT, such as business lines heads and investment advisory partners, as well as workshops with employees representing mixed seniority levels and functions to broaden perspectives further. In addition, external stakeholders such as consultancy

Key stakeholders, and sustainability-related topics discussed

Examples of topics discussed	Employees	EQT Network	EQT funds’ clients	EQT AB shareholders	EQT fund’s portfolio companies	EQT funds’ assets’ tenants	Debt providers
	• Opportunities to develop as employees and professionals • Ability to contribute to the society – in line with EQT’s purpose • Culture and values • Diversity, equity and inclusion	• Values and business ethics • Corporate governance • Sustainable transformation	• Sustainability as a lever for value creation and performance • Comparability and consistency in sustainability data, KPIs, reporting and disclosures • Regulatory and policy developments as well as compliance towards it, such as the Sustainable Finance Disclosure Regulation (SFDR)	• Sustainability as a lever for value creation and performance • Exposure to sustainability risks and opportunities • Corporate governance • ESG-related disclosure	• Support and ideas on how to improve performance in terms of sustainable solutions and practices • EU’s sustainable finance framework	• Sustainability improvements • Decarbonization and energy efficiency • Data collection and assurance • Health & Wellbeing amenities	• Risks and opportunities connected to environmental and societal challenges • KPI performance • Data integrity, assurance

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support and subject matter experts were invited to provide input and challenge the discussions and outcomes. The discussions centered around three main areas: EQT as an investor, EQT as an owner, and EQT as part of the financial system. EQT’s philosophy of impact and future-proofing ultimately resulted in the three focus pillars where EQT aims to:

- **Invest** to create shared value through integration of sustainability in the investment and value creation process to ensure enhanced returns for all stakeholders.
- **Transform** to be sustainable, through its impact during the ownership period and as a corporate firm.
- **Lead** to drive change in the industry by collaboration & partnership, sharing insights and learning and driving innovation.

The process started as a bottom up exercise to identify key areas linked to EQT’s business model and purpose and set out the direction for 2030. Through the internal workshops and sparring sessions, a long-list of key topics was created. These were then grouped, prioritized and challenged by internal as well as external stakeholders and experts to define areas of material value creation. EQT’s purpose propelled the discussions where an evaluation of EQT’s impact was at the core. To ensure an initial application of the double materiality perspective, the assessment was joined by an evaluation of EQT’s ability to deliver superior, risk-adjusted returns to clients, hence considering actual and potential financial impact the topics could have on EQT to stay successful and relevant in the long-term. The topics have been prioritized for reporting based on their significance. The time perspective considered current status but also a forward-looking perspective up until 2030.

The outcome was finalized by a core team during the spring of 2022 and formally confirmed by all EQT investment advisory partners and Executive Committee members, and the Board was informed. The identified and prioritized material topics are summarized below, but are by no means static. It is an ongoing journey where EQT is yet to explore and further assess and refine impacts, as well as to continue in identifying and reporting on ambitions and KPIs for some of the material topics, as EQT has matured on some topics more than others, given the strategic focus to date.

When assessing impact, EQT has followed the recommendation of the GRI Standards 2021. To understand the impact on EQT related to sustainability matters and capture the material financial impact, EQT continues to evaluate SASB materiality metrics for Asset Management and Custody Activities. Going forward, EQT will start incorporating the key sustainability matters as defined by the Corporate Sustainability Reporting Directive (CSRD) and further elaborated by the European Sustainability Reporting Standards (ESRS), into its materiality analysis and assess them from a double materiality perspective as stipulated by the CSRD and the ESRS.



Material topics

Grouping and simplification of topics have been done for the purpose of presenting the outcome of the materiality analysis.

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Invest

EQT is investing with an aim to create shared value through integration of sustainability and environmental, social, and governance (ESG) aspects throughout the investment and value creation process. By doing so, EQT can assess risks and contribute to addressing some of the world’s most pressing challenges and thereby strengthen its ability to deliver superior risk-adjusted returns to its clients.

► **INVESTMENT AND VALUE CREATION PROCESS**

EQT has an enduring commitment to responsible investment and ownership principles and became signatory of the UN-supported Principles for Responsible Investment (UN PRI) initiative in December 2010. EQT’s responsible investment and ownership approach reflects its alignment to global conven-

tions and principles, its endeavors to take into consideration the emerging standards and frameworks for sustainability and comply with current and upcoming regulations, as applicable to each EQT fund.

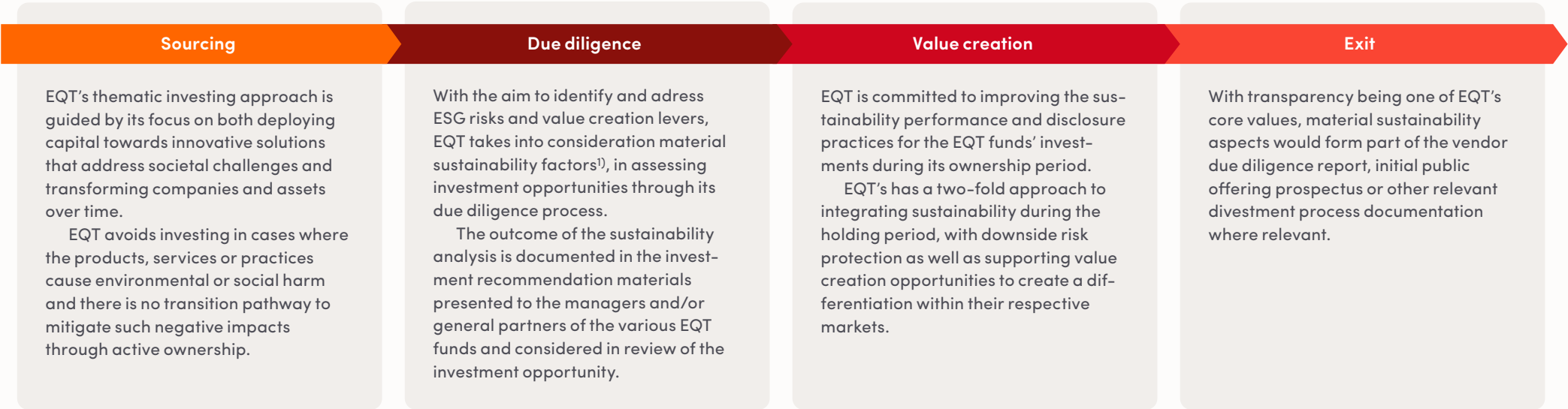
As a responsible investor, sustainability and ESG considerations are an integral part of EQT’s investment and value creation process. This extends from thematic sourcing and conducting sustainability due diligence, to accelerating value creation with an aim to future-proof investments and deliver positive impact across the EQT funds’ portfolio.

EQT’s Responsible Investment and Ownership Policy (RI&O Policy) describes EQT’s commitment to sustainability and its firm-wide sustainability approach to integrating material sustainability topics throughout its investment and value creation

process. During 2022, a revision of the policy was done to ensure applicability across all EQT funds and their respective investment strategies, given the recent M&A activities that have taken place across the group. In certain cases, business lines/asset classes maintain their own individual RI&O guidelines, such as the EQT Exeter ESG Investment Policy, which are aligned with the overarching policy but reflect the specific factors applicable to their respective investment strategies.

The RI&O policy is available on [EQT’s website](#).

EQT’s approach across the different investment lifecycle stages



¹⁾ Material sustainability aspects are defined as those factors that EQT determines to have, or have the potential to have, a material impact on an investment’s ability to create, preserve or erode economic value, including as related to environmental and social value, for that organization and its stakeholders.

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EQT Sustainability data reporting

In addition to the RI&O policy and associated guidelines, EQT further articulates sustainability expectations and ESG-data requirements through a modular set-up of KPIs. Dependent on which investment strategy the investment belongs to, a specific set of KPIs will apply to this investment.

During 2022, the KPI modules have been updated to account for new and enhanced internal ambitions and new regulatory developments, such as the Principal Adverse Impacts (PAI-indicators) stemming from the Sustainable Finance Disclosure Regulation (SFDR).

Relevant sustainability information and ESG data is reported to EQT funds' clients through the fund reports. Key ESG data from the EQT funds' investments are also integrated as part of this Annual & Sustainability Report. See for example:

Regenerative processes

- **Science Based Target setting status:** See "[Regenerative processes](#)" and "[Towards our targets](#)".
- **Greenhouse Gas Emissions:** See "[EQT funds' greenhouse gas emissions](#)".
- **Renewable electricity:** See "[Renewable energy](#)".

Equitable business

- **Board and Management diversity:** See "[EQT funds' board and management diversity](#)".
- **Unadjusted gender pay gap:** See "[Towards our targets](#)".
- **Employee engagement:** See "[Towards our targets](#)".

Accountable leadership

- **UN Global Compact:** See "[Towards our targets](#)".
- **Sustainability Board Champion:** See "[Towards our targets](#)".

The main source of information for these data points is the result from the annual follow-up process that the portfolio companies are asked to complete in the beginning of the succeeding year. The reported scope covers EQT fund's portfolio companies within EQT Private Equity, EQT Future, EQT Infrastructure and BPEA VII, i.e. the investment strategies where EQT funds typically have control or co-control. Reported figures are based on available data from portfolio companies that until 1 March 2023 had completed the process for year 2022, unless otherwise stated.

Sustainable Finance Disclosure Regulation

The EU Sustainable Finance Disclosure Regulation (SFDR) entered into force in 2021 and requires disclosure of sustainability-related information in relation to financial products as well as transparency with regard to the integration of sustainability risk. An absolute majority of EQT funds in scope of SFDR are promoting environmental and social characteristics and hence are classified as so called Article 8 funds. As to date, EQT also has one fund that has sustainability investments as its objective (so called Article 9 fund), EQT Future. EQT also considers principal adverse impact for a large number of funds. More information on SFDR can be found on EQT's website and detailed product information is available for investors on the EQT investor portal.

SFDR classification – Active Key funds

Fund	Launch	SFDR classification
EQT VII	2015	Art.8
EQT VIII	2018	Art.8
EQT IX	2020	Art.8
Infrastructure II	2013	Art.6
Infrastructure III	2017	Art.8
Infrastructure IV	2019	Art.8
Infrastructure V	2020	Art.8
BPEA VII	2019	–

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Regenerative processes

Through its long term ambition of establishing regenerative processes, EQT aims to adapt to climate change, decarbonize its business and value chain, respect and restore nature, and develop circular business models. EQT's current actions range from investing into climate and environmental solutions, to driving decarbonization in own operations and the EQT funds as well as collaboratively exploring industry standards for emerging topics such as biodiversity.

DECARBONIZATION

Negative effects from climate change are already affecting the economy; including droughts, rising sea levels, expansion of tropical pests and political instability. EQT's climate impact from its own operations mainly relates to emissions from business travel and energy consumption in offices, which EQT is working to reduce. EQT also has a significant opportunity to reduce emissions through the EQT funds' investments, both

from investing in and accelerating climate solutions, and through guidance to reduce carbon emissions in EQT funds' portfolio companies and assets.

Science-based targets (SBTs)

In October 2021, EQT's GHG emission reduction targets were formally approved by the Science Based Targets initiative (SBTi). With this, EQT has formalized its GHG emission reduction targets in line with the 1.5°C pathway described in the Paris Agreement and further strengthened its commitment to mitigating climate change. The targets encompass both EQT's own operations as well as EQT funds' investments' operations.

Implementing the SBTs continues to be a central part of EQT's active ownership strategy and climate-related value creation across EQT funds' investments.

The recent acquisition of Exeter (in 2021) and BPEA (in 2022), are both considered material within SBTi's methodology and

hence, the GHG emissions from these entities' operations are reported separately as an inclusion will require rebaselining and target recalculation in line with the SBTi criteria. EQT expects to include the GHG emissions from EQT Exeter's and BPEA EQT's operations and their respective funds in its SBTs by end of 2024 the latest.

GHG emissions from own operations

GHG emissions from EQT AB's own operations mainly relate to business travel and energy consumption in the offices. In 2022, EQT AB Group's GHG emissions totaled 18,189 metric tons CO₂e, an increase compared to 2021 mainly driven by growth (organic and M&A) and intensified business travel compared to previous years.

The Scope 1 and Scope 2 emissions comprising of office energy consumption has increased during 2022, mainly relating to energy mix and increase in number of offices due to

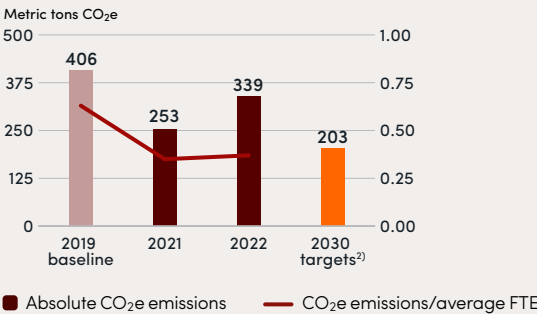
EQT's science-based targets

Looking ahead to 2030, with 2019 as a base year, EQT is committing to:

- 1 Reducing EQT AB's office energy consumption emissions by 50 percent.
- 2 Reducing EQT AB's indirect emissions from business travel by 30 percent.
- 3 Ensuring 40 percent of EQT funds' private and listed equity portfolios companies¹⁾ by EUR invested capital will have set science-based targets by 2025 and 100 percent by 2030, 10 years faster than required by SBTi.
- 4 Reducing indirect emissions in the EQT Real Estate I and II funds by 55 percent per square meter floor area.

¹⁾ Excluding EQT Ventures due to their investments being smaller than set thresholds as per SBTi's latest guidelines for venture capital.

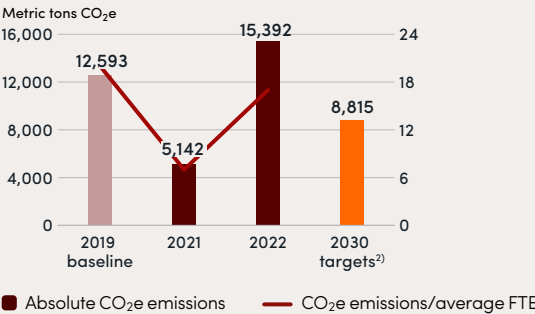
1 Reducing EQT AB's Scope 1 and Scope 2 emissions by 50 percent



Note: figures above excl. EQT Exeter's and BPEA EQT's operations as these are not currently included in the SBT baseline and targets. Emissions incl. EQT Exeter and BPEA are shown in section EQT AB Greenhouse gas emissions.

²⁾ 2030 target levels for EQT AB's Scope 1 and 2 emissions at 203 (218) metric tons, and Scope 3 Business travel emissions at 8,815 (9,130) metric tons adjusted to SBT headline target.

2 Reducing EQT AB's Scope 3 emissions from business travel by 30 percent



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recent mergers. The energy consumption in offices totaled 4,315 MWh, corresponding to 358 metric tons CO₂e. Read more of initiatives during the year under section ‘Renewable energy’.

The Scope 3 emissions from Business travel totaled 17,831 metric tons CO₂e in 2022. The increase was due to less travel restrictions post Covid, and an increased need to meet clients, business partners and new and old colleagues as the world opened up after the pandemic. The emissions intensity per FTE is however lower with 14 tons CO₂e/average FTE in 2022 (16 tons CO₂e/average FTE for EQT’s current SBT scope), compared to 21 tons CO₂e/average FTE in 2019. This indicates a shift in travel habits, but EQT acknowledges that additional efforts are needed to achieve step-wise progress towards the 2030 target, and continues to drive initiatives to support reduction of Scope 3 emissions. Initiatives to enable more detailed and frequent tracking of travel habits have for example been rolled-out during 2022, such as the implementation of a new global travel agency.

SBTs for EQT funds’ investments

Recognizing that EQT’s main impact on the climate is indirect, through the EQT funds, EQT is engaging actively with portfolio companies on this topic. As active investors and owners, EQT funds have a possibility and responsibility to accelerate climate change at a larger scale. The SBTs are a central part of EQT’s active ownership strategy and climate-related value creation drivers across investments.

2022 showed good progress towards the portfolio coverage target in EQT’s science-based targets. A global program was launched in Q4 2021 to drive engagement and execution among EQT’s own Investment Advisory Professionals, EQT Funds’ portfolio companies’ boards and management teams. 40 companies have since formally engaged in this effort to set their own science-based targets, representing the full spectrum of EQT’s thematic focus sectors and geographies. The engagement model has centered around clear responsibility and accountability with the company management teams, supported by EQT’s own sustainability professionals and leading third party service providers.

For EQT Real Estate, Scope 1 & 2 GHG emissions are from landlord procured energy and Scope 3 emissions are from tenant procured energy. The focus during 2022 has been to collaboratively work together with the SBTi to further refine their methodology for real estate in a private equity context to ensure targets also including EQT Exeter are both achievable and ambitious. The 2019 baseline has been updated since the SBTi target validation and will be reflected as part of the rebaselining as EQT Exeter assets are included.

3 Ensuring 100 percent of EQT funds’ private and listed equity portfolios by EUR invested capital to have set SBTs.

Committed to set SBTs (#)	18
Submitted SBTs – pending validation	14
Validated SBTs (#)	8
Total eligible companies at Dec 31, 2022	56
Portfolio coverage %	21%

4 Reducing indirect emissions in the EQT Real Estate I and II funds by 55 percent per square meter floor area from a 2019 baseline.

EQT Real Estate funds GHG emissions intensity¹⁾

	2021 kgCO ₂ e/sqm	2020 kgCO ₂ e/sqm	2019 kgCO ₂ e/sqm
EQT Real Estate I	32	54	41
EQT Real Estate II	19	8	7
Total	24	20	20

¹⁾ Scope 1, 2 and 3 GHG emissions were reported using country-based carbon conversion factors. Only the floor areas of operational assets reporting data have been included, developments have been excluded. An increase in Scope 3 emissions data coverage between 2020 and 2021 is noted, however limitations remain in the calculations due to incomplete data, affecting the comparability between the years.

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EQT AB Group greenhouse gas emissions

Greenhouse gas (GHG) emissions by source and scope (metric tons CO₂e)

GHG emissions by source and scope	2022 ¹⁾	2021	2020	2019
Scope 1 & 2 – Office energy consumption	358	269	288	406
Scope 1	94	88	92	128
Natural gas	94	88	92	128
Scope 2 (market-based) ²⁾	264	180	196	277
Electricity	3	1	62	130
District heating and cooling	261	179	134	147
Scope 3 – Business travel	17,831	6,092	3,490	12,593
Air travel	15,343	5,462	3,254	12,113
Ground travel	1,722	359	85	112
Hotels	765	157	151	368
Total (Scope 1,2 &3)	18,189	6,361	3,778	12,999
Intensity tons CO ₂ e / average FTE	14	7	6	22
Intensity tons CO ₂ e / mEUR revenue	12	4	5	23

¹⁾ BPEA included only since date of acquisition (October 18th, 2022).

²⁾ Scope 2 location-based energy consumption amounted to 862 tons CO₂e emissions in 2022.

EQT AB Groups’ science-based target scope (metric tons CO₂e)¹⁾

GHG emissions – SBT tracking ¹⁾	2022	2021	2020	2019	2030 SBTs
Scope 1 & 2 – Office energy consumption	339	253	288	406	218
Scope 3 – Business travel	15,392	5,142	3,490	12,593	9,130

¹⁾ All data currently excluding EQT Exeter and BPEA EQT as not currently included in baseline and target.

Under the Operational Control Approach, EQT AB Group’s emissions apply the three scopes as defined by the GHG Protocol:

Direct (Scope 1) GHG emissions

Emissions from combustion of natural gas for office heat.

Indirect energy (Scope 2) GHG emissions

Emissions from the generation of purchased electricity and district heating and cooling for leased offices.

Other indirect (Scope 3) GHG emissions

Business travel is included in Scope 3 non-investment categories. EQT calculates and reports.

GHG emissions reporting methodology-EQT AB Group

GHG emissions in accordance with the GHG Protocol Corporate Standard. Activity data includes, but is not limited to, purchase records, reports, and internal tracking controls. Where data has been unavailable – estimates have been made. Global warming potentials (GWPs) for EQT’s inventory are taken from the Intergovernmental Panel on Climate Change (IPCC) IPCC Fifth Assessment Report (AR5) using 100-year values. For direct emissions (Scope 1), fuel-specific emission factors for CO₂, CH₄, N₂O are used for all sites worldwide using the DEFRA emission factor dataset. Databases used for Scope 2 emissions (dual reporting) include IEA (2022), Re-Diss, and DEFRA (2022). DEFRA (2022) is also the primary source for emission factors regarding scope 3 calculation and reporting. All GHG emissions are calculated in metric tons of pollutant and converted to metric tons of CO₂ equivalents (or “CO₂e”) using the global warming potentials of AR5. The results in the tables may not add up precisely to the totals due to rounding.

EQT funds’ greenhouse gas emissions (Scope 3 – investments)

Portfolio companies’ GHG emissions by scope (metric tons CO₂e)

2021	Scope 1	Scope 2 (market-based)	Scope 1 & 2	Scope 3	
Total GHG emissions					
Total (absolutes)	8,514,931	810,212	9,325,143	19,986,763	
GHG emissions based on funds' economic ownership (FY 2021 data) ¹⁾	Scope 1	Scope 2	Scope 1 & 2	Scope 3	CO ₂ e /mEUR invested ⁴⁾
EQT VII	12,385	40,063	52,448	258,378	19
EQT VIII	21,511	26,652	48,163	2,304,248	6
EQT IX	63,299	49,621	111,920	1,825,119	11
EQT X ³⁾	–	–	–	–	–
Infrastructure II	4,678	3,527	8,206	524,670	32
Infrastructure III	33,719	73,510	107,229	1,020,567	53
Infrastructure IV	85,090	58,811	143,901	1,368,601	23
Infrastructure V	4,900,130	22,530	4,922,660	925,646	946
Infrastructure VI ³⁾	–	–	–	–	–
BPEA VII	12,482	59,027	71,508	514,916	17
BPEA VIII ³⁾	–	–	–	–	–
Other ²⁾	18,186	8,557	26,743	514,916	10
Total	5,150,481	342,297	5,492,777	8,779,039	135

¹⁾ Based on portfolio companies where data is available. Covering around 85 % of invested capital per 31 December 2021.

²⁾ Other includes: Mid Market, Mid Market Asia III, Mid Market Europe, Public Value, and EQT Future Fund.

³⁾ Data not available.

⁴⁾ Scope 1 & 2 metric tons/mEUR invested

GHG emissions reporting methodology- EQT funds

GHG emission for EQT funds’ portfolio companies are calculated and reported in accordance with the GHG Protocol. For the EQT funds’ investments, EQT is reporting total and weighted GHG emissions based on the EQT funds’ economic ownerships in each portfolio company. EQT is monitoring the evolving standards for private equity such as the Partnership for Carbon Accounting Financials (PCAF) Standard.

Note that the EQT funds’ sustainability data presented here is collected and calculated on a best effort basis, using a combination of a third party contractor data and data gathered directly from investments. While EQT cannot guarantee the completeness of the data presented, sustainability data in general is expected to improve in quality as standardization develops. In the meantime, it is of vital importance for EQT to be transparent and not wait to report until data quality levels are reaching higher levels.

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RENEWABLE ENERGY

EQT aims to transition to renewable energy sources to reduce GHG emissions, lower energy costs and contribute to its science-based targets achievements. The impact of EQT’s own operations are related to energy usage in offices and the sourcing of renewable electricity and initiatives to reduce energy usage. EQT’s indirect impact is through the EQT funds’ investments, both in terms of investing in solutions to develop and provide renewable energy, as well as supporting portfolio companies and assets to decrease its energy consumption and increase the share of renewable energy.

In its own operations, EQT AB offices use electricity from around 100 percent renewable sources, partly as a result of EQT making an active decision to purchase Energy Attribute Certificates (EACs). In the process of identifying new offices, the energy credentials are also something that is considered, and internal guidelines for office criteria, including sustainability, is under development.

EQT AB Group office energy consumption

Energy consumption (MWh)	2022 ¹⁾	2021	2020
Electricity	2,306	1,599	1,137
District heating	699	587	534
District cooling	786	441	236
Natural gas	524	483	453
Total consumption	4,315	3,110	2,360
Intensity kWh per sqm	122	135	128

¹⁾ Only including BPEA from date of acquisition Oct 18th. Intensity kWh/sqm excluding BPEA amounts to 103 kWh/sqm.

Share of renewable electricity

Electricity consumption (MWh)	2022	2021	2020
Electricity from renewable sources	2,299	1,596	1,036
Renewable electricity share	~100%	~100%	91%

EQT funds’ renewable electricity tendering¹⁾

	2022	2021
No. of portfolio companies participating in the renewable electricity tender	41	34
Total volume of renewable electricity secured (MWh)	307,856	349,103

¹⁾ The metrics above cover EQT funds’ portfolio companies within EQT Private Equity, EQT Future, EQT Infrastructure and BPEA VII, i.e. the investment strategies where EQT funds typically have control or co-control.

Electricity data based on funds’ economic ownership (FY 2021 data)¹⁾

Fund	Total Electricity (MWh)	Renewable electricity	% Renewable
EQT VII	40,115	22,116	55%
EQT VIII	73,240	24,518	33%
EQT IX	167,227	109,101	65%
EQT X ³⁾	–	–	–
Infrastructure II	4,066	3,642	90%
Infrastructure III	573,294	91,895	16%
Infrastructure IV	533,339	212,716	40%
Infrastructure V	167,308	83,557	50%
Infrastructure VI ³⁾	–	–	–
BPEA VII	60,403	2,904	5%
BPEA VIII ³⁾	–	–	–
Other ²⁾	32,601	12,428	38%
Total	1,651,593	562,877	34%

¹⁾ The metrics above cover EQT funds’ portfolio companies within EQT Private Equity, EQT Future, EQT Infrastructure and BPEA VII, i.e. the investment strategies where EQT funds typically have control or co-control. The data covers around 80% of invested capital in the applicable funds per 31 December 2021.

²⁾ Other includes: Mid Market, Mid Market Asia III, Mid Market Europe, Public Value, and EQT Future.

³⁾ Data not available.

CIRCULARITY

The current linear economy is excessively exploiting the earth’s natural resources and destabilizing its ecosystems. Moving towards more circular processes and business models will have significant benefits such as improving security of raw material supply, increasing competitiveness and stimulating innovation.

EQT’s primary impact in this area is indirect, where EQT supports the EQT funds’ investments to, for example, limiting consumption of scarce and non-renewable natural resources, limiting waste and promoting circular initiatives and business models. On a much smaller scale, EQT wants to keep abreast of developments and lead by example where possible. In EQT’s own operations the impact is limited to the resource and waste management of the EQT offices.

Internal tracking and efforts to reduce consumption are conducted to the extent possible, with focus on larger offices and/or if there are regional issues. For example, looking at areas with high or extremely high baseline water stress according to World Resource Institute’s Aqueduct water risk atlas tool, there are around 16 EQT offices that are located in

these areas (examples being: Beijing, Madrid and Los Angeles.) The consumption in these offices is limited to regular office consumption. Based on reported data from some of EQT’s largest office, the water consumption was in 2022 41,847 cubic meters, corresponding to 46 cubic meters by employee. For waste, the total for offices that reported data for disposals amounted to 129 metric tons, corresponding to around 0.2 tons per employee.

BIODIVERSITY & NATURE

Without biodiversity, the planet’s stability and entire support system for living beings would collapse. Biodiversity is critical to the resilience of nature and the natural system’s ability to provide the essentials for life and human beings such as; clean air, water and nutrition. Respecting and restoring nature and minimizing the loss of biodiversity is a long-term ambition for EQT.

EQT’s offices are primarily located in urban, densely developed areas. As such, EQT does not currently measure its impact on land use for own operations but it is however an area for EQT to continue to explore the potential impact on.

The impact through EQT funds’ investment is much larger and relates to investment themes and the case-by case assessment in terms of material aspects considered in due diligence. However, overall impact needs to be further investigated as EQT continues to explore the topic of Biodiversity, which has started during the year.

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CLIMATE RISKS AND ADAPTATION

Adapting to climate change and building climate resilience is a key factor to enabling EQT to respond to climate risks. Climate change will affect companies through extreme weather events as well as changes to the political, regulatory and technological landscape. By striving to build climate resilience across the platform, EQT can ensure long-term viability. At the same time, the socio-economic impact of adapting to climate change, such as securing jobs and transitioning in a just way, needs to be considered.

EQT’s impact stemming from climate change is most material within the portfolios of EQT funds. Hence an important element to assess is climate risk in the sourcing and due diligence phases, as well as to manage and mitigate this during ownership with focus on ensuring that investments are future-proofed for both EQT and future owners. It is also linked to the transition risks and opportunities such as changes in laws, regulations and reporting requirements, where EQT is closely monitoring the changes and updates of the sustainability landscape to ensure proactivity and alignment.

TCFD reporting

EQT works to continuously implement and progress on the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD), an initiative which EQT formally endorsed in 2022, and where to an overview and status is provided below. The governance and risk management around climate-related risks are embedded in the overall governance, both at the EQT AB and EQT funds’ level. Following the combination of EQT and BPEA in 2022, EQT and BPEA are working towards aligning the climate risk assessment approach.

Governance

EQT AB’s Board has the ultimate responsibility for the strategic development of EQT’s sustainability performance including ESG and climate risks. The assessment, management and oversight of sustainability and ESG risks and opportunities are taking place at several levels in the company. This includes the Investment Advisory Teams, the Fund Manager of EQT funds, the Group Risk function and the Executive Committee at EQT AB.

The Group Risk function is responsible for assessing risk management processes and reporting relevant risks and opportunities to the Audit Committee. A review of enterprise

risks including applicable investment risk exposures is done at least annually within the Risk Committee and subsequently presented to the Executive Committee, Audit Committee and the Board.

Within the EQT funds, the Investment Advisory Teams, the board of the Fund Manager of the EQT funds, together with the Risk Management Function of the Fund Manager, are responsible for assessing and managing applicable ESG risks and opportunities. This is done during the due diligence process as well as part of the portfolio performance reviews, which are conducted during ownership. Aggregate exposures, trends and the effectiveness of ESG risk management processes are discussed between the Fund Manager’s Risk Management Function and Group Risk. At Group level, the Group Risk function also reviews internal processes and ownership to ensure risks, including ESG risks, are adequately managed and followed up on. In addition, the sustainability management team is also consulted with sustainability risk-related considerations on a regular basis.

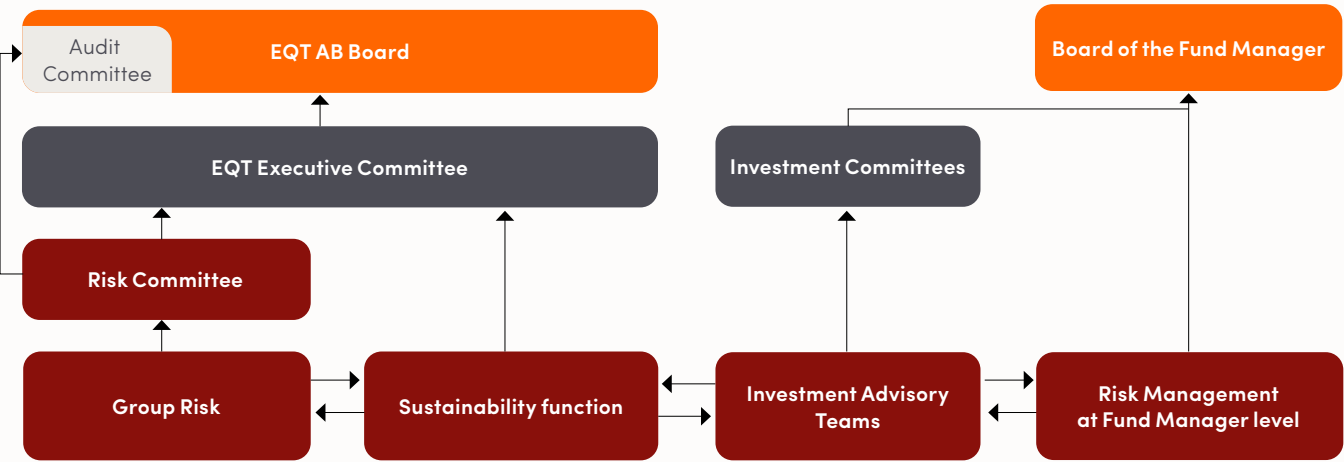
Strategy

EQT considers climate-related risks and opportunities in the strategy work for the Group. Please also refer to the Regenerative processes chapter for concrete examples of ambitions and initiatives.

Below are examples of identified climate-related opportunities and risks, spanning from short-term to mid/long-term as the time horizon expands from EQT funds’ investment and ownership period (typically around 3–6 years, longer for long-hold funds), to future owners’ perspective (another 3–6 years).

During 2022, several steps have been taken to prepare for a more holistic climate risk analysis in line with TCFD’s recommendations. In addition to ongoing due diligence work and enhancements to the sustainability risk framework in general, a set of physical and transition risk pilots have been conducted across EQT Private Capital, EQT Infrastructure and EQT Exeter to assess applicability and value given EQT’s investment life cycle. Physical climate risk is in general a highly material topic for real estate, hence EQT Exeter has over the year prioritized establishing a global approach to assessing and managing these risks. After selecting a partner to support physical climate risk assessments in 2022, all assets which EQT Exeter directly manages are currently undergoing assessment and analysis.

The chart below is a simplified illustration showing sustainability risks governance schematically



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Through this approach, EQT Exeter are establishing the methods to incorporate risk assessment into due diligence, identify properties at acute risk, report aggregate risk metrics, and track progress of adaptation and resilience measures.

In an effort to strengthen the understanding of climate risks, and recognizing the interconnection of environmental, social and governance risks, EQT initiated a pilot study to create a Climate Risk and Human Rights Risks heat map. The first phases was conducted with a deep dive in the Healthcare sector, a key sector within EQT’s thematic investing strategy. This helped EQT understand the potential risk exposure and hot spots across various healthcare sub-sectors. One of the insights emerging from this study, has been the inter-dependencies between the climate and human rights risks. For example, extreme climate change events (such as wildfires and floods) may lead to population displacement and increase risks to human health and safety. EQT will continue to work with the framework and how this could be integrated within its risk management practices, including geographic considerations.

Climate and Human Rights heat map for Healthcare
High level summary for illustrative purposes

Issue	Sub-issue	Connections					Diagnostics, Clinical Research and Lab technology	Healthcare Technology
		Climate / Human Rights	Pharmaceuticals	Medical Equipment	Social/ Healthcare Infrastructure	Drug Discovery		
CLIMATE RISK								
Physical – Acute	Increased severity of extreme weather events +	+	●	●	●	●	●	●
Physical – Chronic	Impacts of climate change on human health	+	●	●	●	●	●	●
Transition – Regulatory	GHG emissions	+	●	●	●	●	●	●
Transition – Market	Cost of energy and raw materials	+	●	●	●	●	●	●
Biodiversity	Preservation and use of biodiversity	+	●	●	●	●	●	●
Water	Water use	+	●	●	●	●	●	●
Waste	Waste management and circularity	+	●	●	●	●	●	●
Energy	Renewable energy and energy efficiency	+	●	●	●	●	●	●
HUMAN RIGHTS RISK								
Labor rights	Occupational health and safety		●	●	●	●	●	●
Diversity, Equity, and Inclusion	Fair treatment		●	●	●	●	●	●
Access to products and services	Affordability		●	●	●	●	●	●
Patient safety	Product safety and pharmacovigilance		●	●	●	●	●	●
Ethics	Responsible use of new technologies		●	●	●	●	●	●
Healthy environment	Healthy environment	+	●	●	●	●	●	●
● Not applicable or low risk ● Moderate risk ● Considerable risk ● High risk								

Climate-related opportunities
Strategies & products

Similar to EQT, investors in general are increasingly turning their attention to funds investing in companies and assets that have sophisticated principles and processes around ESG, to mitigate risks and capture opportunities. This trend offers an opportunity for EQT to tailor its product offering to meet an increasing client demand for more sustainable products (and more sustainable underlying investments). In 2021, EQT launched its first impact-driven fund, EQT Future Fund, which will apply EQT’s active ownership model to accelerate sustainable transformation of companies.

Value creation

ESG factors are increasingly considered by private market firms as key drivers of investment success. Understanding both the bigger picture and specific investment opportunities and risks related to ESG factors is becoming key to delivering sustainable value creation. EQT reviews potential investment targets for ESG risks and opportunities at the pre-acquisition

stage and systematically includes ESG improvements into value creation plans. SBTs and supporting a transition to renewable electricity are examples of how EQT believes it can future-proof investments, and which also is part of the targets of EQT AB and various EQT funds’ sustainability-linked financings. Over the past couple of years, EQT’s thematic investment approach has also been showcased in several investments where electrification and reduction of GHG emissions are key components of value creation plans, see chapter Regenerative processes, for additional examples.

Operations

As EQT’s SBTs include ambitious greenhouse gas emissions reduction targets for EQT’s own offices and business travel, working towards reaching the targets do not only reduce the carbon footprint for all EQT offices but it will also help EQT future-proof its own operations and manage its costs and resources more efficiently.

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Climate-related risks

Physical and transition risks

Physical climate risks such as risks arising due to extreme weather events and rising mean temperatures, and transition climate risks such as risks arising due to policy changes, changing customer behaviors and changing technology, arising at EQT funds’ investments’ level could, if realized, impact EQT Group’s revenues in different ways. First, it would negatively affect the revenues, costs and ultimately the valuation of those investments, which would result in lower investment income and carried interest for the Group. A high exposure to climate-related risks in EQT funds might also have an impact on EQT’s ability to raise future funds, which in turn will lead to lower management fees.

EQT is not heavily reliant on physical assets and operations to conduct its activities and has robust business continuity plans and remote working arrangements to prevent potential climate-related disruptions. As such, EQT’s direct exposure to physical climate risk is considered low, and something that also was assessed as part of a physical risk assessment conducted during 2022 for EQT’s largest offices. However, the EQT Group is exposed to transition risks coming from new environmental and sustainability-related regulatory requirements in the financial sector. Non-compliance with these rules could lead to additional costs but could also damage its reputation with existing and prospective investors.

Reputational risks

If EQT would not be successful in executing its climate agenda within EQT funds’ investments and at EQT Group level, it could hurt its reputation towards clients and the general public. Such risk could arise if EQT does not meet its SBTs or if it is exposed to companies, sectors, or real assets, having a detrimental impact on the climate.

Fundraising risks

EQT’s failure to identify climate-related investment opportunities and client preferences towards sustainable products could hurt EQT’s market share in the long run.

Risk Management

The management of portfolio risks and enterprise risks is conducted at different levels within the Group, as described in the Governance section above. Given the impact is largest in an

EQT funds portfolio perspective, additional detail on the risk management within the EQT funds is provided below.

Integration of ESG risks

EQT includes ESG risks, including climate-related risks at fund-level, as part of its risk management process. In majority owned investments, this starts with an overall assessment of the likely risks associated with investments pursuant to the EQT funds’ investment strategies and leading to specific investment proposals submitted to the investment committees. Throughout this entire process, relevant ESG risks are identified and assessed using the same process as is applied to other relevant risks affecting the EQT funds and investments (see paragraph below). ESG risks can either be considered as a set of risks on their own or have an impact on other risks and contribute significantly to these risks, such as market risks, liquidity risks or reputational risks.

Identification and assessment of ESG related risks

Prior to any investment decision, the relevant investment advisory teams will identify the material risks, including ESG risks, associated with each proposed investment. As part of this due diligence process, the target company or asset’s exposure to, management of, and performance on ESG issues and as applicable climate-related risks and mitigation measures are assessed and analyzed. This assessment forms part of the overall investment proposal and each ESG risk which has been assessed as being material, will be presented, including information on potential impact in case of risk materialization, and identified mitigation actions. Identified ESG risks may impact the investment selection and may also lead to the abandonment of an investment opportunity.

Management of ESG risks during the ownership period

During the ownership period, the monitoring of material ESG risks is part of the regular risk monitoring process. Through its active ownership approach, EQT engages with EQT funds’ investments to improve their environmental performance and hence prepare them for market conditions where climate impact and transparency are increasingly valued. Investments are regularly assessed across a set of sustainability dimensions and KPIs, including greenhouse gas emissions. In addition to monitoring the risk exposure based on information collected, external data sources such as RepRisk, are taken into consideration during regular risk monitoring.

The formalized SBTs are a further commitment to decreasing the exposure of the investments to climate risk, mainly transition risk. Going forward, EQT strives to constantly improve the ESG risk management and monitoring process. A new framework has been developed over the course of 2022 to further improve the process of identification and materiality definition of ESG risks and to enhance risk exposure comparison across asset classes and business lines.

In line with its Statement of Purpose, EQT formulates its strategy in a way that ensures that it remains successful and relevant for stakeholders and society for the long-term. Whether it is through the launch of impact-driven strategies, sustainably transforming investments and/or launching firm-wide initiatives, such as SBTs to drive systematic improvements, EQT continues to embed sustainability as an integral part of its fundraising activities and operating model.

Metrics and targets

EQT has publicly reported on its greenhouse gas emissions from its own operations since 2015. Recognizing that EQT’s main impact on the climate is indirect, through the EQT funds, EQT is engaging actively with portfolio companies and investments around this topic and requests greenhouse gas emission data on an annual basis.

EQT’s main climate-related targets are its SBTs as well as a long-term commitment to accelerate portfolio companies’ transition to renewable electricity. Please refer to section Renewable energy above for a comprehensive reporting of greenhouse gas emissions and status with regards to renewable energy.

→ Read more in sections [Decarbonization](#) and [Renewable energy](#)

Within the EQT AB sustainability-linked bonds as well as the ESG-linked finance facilities for certain funds, there are incentives linked to improved ESG-performance in relation to these targets. Furthermore, in the context of the EQT Future fund, a new concept has been introduced where a portion of the carried interest will be linked to achieving KPIs, including reduction of GHG emissions using the SBTs.

EQT is continuously striving to enhance its processes and disclosures within sustainability, including climate risks.

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Equitable business

It is the people who realize EQT’s purpose to make a positive impact. EQT aims to ensure equal rights and opportunities across all aspects of the business, internally as well as in the value chain. Attracting and nurturing a diverse, world-class EQT team and network is crucial for performance and long-term success. In recent years, EQT has grown not only organically but also through two major acquisitions. Given EQT’s recent combinations with Exeter, which closed in the second quarter of 2021, and BPEA, which closed in the fourth quarter of 2022, several people-related processes remain to be harmonized across the organization.

EMPLOYEE DEVELOPMENT, HEALTH AND WELL-BEING

Employee engagement can positively impact the development of social connections and cultural belonging. It is fundamental to physical and mental wellbeing and a key driver for performance and continuous development. EQT’s direct impact on employee engagement relates to its own operations, to its culture and values, to its workplaces, and ability to develop and motivate its workforce. EQT’s work to promote employee engagement, health and wellbeing are outlined below.

EQT follows up on engagement and wellbeing using regular surveys where employees can respond anonymously. The insights gained through these surveys help define strategic priorities and enable managers to make better people-related decisions as well as tracking trends.

Employee engagement (score 1–10)	2022 ¹⁾	2021	2020
Women	8.2	8.1	8.2
Men	8.4	8.1	8.2
Total	8.3	8.1	8.2

¹⁾ Aggregate response rate 82 percent, survey coverage 65 percent of EQT as not yet including EQT Exeter and BPEA EQT.

To address the societal stigma around mental health, EQT encourages open conversations about mental well-being at work and takes a preventative and personalized approach to mental health through the ‘My Mental Wealth’ initiative. It provides employees access to a digital coaching platform and online training to nurture mental well-being and build mental resilience. EQT has an emergency list of external organizations for every geography to ensure employees can reach out for professional and medical support when it is necessary. To ensure a balanced work environment, EQT provides flexible work schedules and monetary support for home office equipment and for physical activities.

EQT’s global workplace health and safety guideline is designed to meet international as well as local workplace safety standards. This guideline captures work-related risks and activities that take place in the EQT offices. During 2023, each EQT office is expected to be risk assessed by trained local health and safety officers. A workplace hazard reporting tool is to be launched in 2023. Any work-related accidents or incidents are reported according to the EQT incident reporting process and are also recorded in the local accident book. Once a workplace incident or accident has been reported, this will be investigated by the Local Health and Safety Officer and the report will be submitted to the Head of Workplace Management.

Personal development, feedback and performance

A key component of EQT’s people strategy is supporting employees to realize their potential – through their work, through training and mentoring, and regular feedback. To develop and improve individual performance, both structured 360-degree feedback and everyday direct feedback is used. Employees, in EQT and in some of the recently merged operations, are offered regular performance and career development reviews. Going forward, performance management processes and tools will be aligned throughout EQT.

Employee development is supported through on-the-job training with seniors training juniors, buddy systems, and with active staffing to provide learning opportunities. To further

promote individual development, EQT encourages employees to seek out opportunities for short- or long-term international assignments – to help individual’s increase their cultural awareness, add skills and perspectives, and expand their professional networks.

EQT is a performance driven organization focused on long-term value creation. Team and individual performance are important, therefore EQT rewards both. All staff are encouraged to take ownership and contribute to EQT’s success and are rewarded for innovative ideas and collaboration. EQT offers competitive, fair and equal compensation, reviewed annually against a range of benchmarks. Benefits are fundamentally global, but also based on geography and in line with local practice. Long-term incentives and investment opportunities include an annual share incentive plan, carried interest and co-investment schemes. Higher performance is rewarded with higher compensation through variable pay. EQT links variable pay to ESG by including ESG-related target achievement as a basis for bonus pool size decision for teams.

Training

The EQT Academy is an in-house training coordinator delivering training for each career stage and function – from general onboarding programs to career progression and personal development programs (read more in the People – Equitable business section of annual report).

In 2022, the average training hours were approximately 23 hours/FTE and included training activities within the EQT Academy framework, as well as compliance and sustainability-specific training.

Training	2022	2021
Average training hours per FTE	23	20
Average education cost per FTE (in EUR)	2,217	3,336

Note that the above does not capture various external training or on-the-job training and development activities, such as mentoring or conferences. Figures do not include EQT Exeter or BPEA EQT.

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DIVERSITY, EQUITY AND INCLUSION

EQT is promoting diversity, equity and inclusion. By embracing individual differences, EQT helps challenge prevailing perspectives. There are many aspects to diversity, including gender, ethnicity, religion, age, nationality, sexual orientation, educational and socioeconomic background. Inclusive leadership, processes and ways of working are key to creating a safe and collaborative environment. Diversity, equity and inclusion (DEI) are aspects considered in all business operations, from the recruitment and onboarding of new team members to the development, compensation and recognition of employees.

EQT’s commitment to diversity, equity, inclusion, and harassment-free workplaces is formalized in policies and guidelines such as the EQT Code of Ethics and the EQT Diversity & No-Harassment Guideline. EQT has an established reporting process around these issues, which is open for the organization if there is a concern that needs to be followed-up. Concerns can be addressed directly to line managers and HR or anonymously through EQT’s employee engagement tool and the whistleblowing system. EQT addresses all perceived inappropriate behaviors and works proactively with training to increase knowledge and awareness among all employees.

DEI initiatives in the organization and beyond

EQT WIN is an employee-driven initiative founded in 2017 with the purpose of attracting more women to the company, increasing retention of female employees, implementing action points to ensure equal opportunities for all, and driving initiatives that ensure more equal and inclusive workplaces, see Equitable business for more information.

To ensure EQT is a flexible and inclusive workplace for parents, EQT offers support and benefits packages designed to enable parents to combine career and family. This includes retained salary during part of the parental leave, time-off in excess of what is a legally required minimum for both primary and secondary caregiver, parental leave planning toolkit and coaching, domestic service allowance (including childcare contributions), flexible work hours and the possibility to reduce working time. The harmonization of employee benefits across the organization will continue in the coming year. Safeguarding work-life balance and ensuring time for family remain key priorities for EQT.

EQT’s commitment to diversity, equity and inclusion does not only concern its own organization. EQT aims to inspire change in the broader financial industry. When staffing teams working with EQT, key advisors are asked to ensure representation by at least 25 percent of the underrepresented gender. EQT further collaborates with organizations such as Out Investors (an LGBTQ+ network, with the mission to make the direct investing industry more inclusive) and Level20 (an organization with a vision of improving gender diversity in the private equity industry). In addition, EQT engages with student organizations, gives lectures at universities, and offers internship programs – often with a DEI angle – to inspire a broader stakeholder group to join the private markets industry.

HUMAN RIGHTS INCLUDING LABOR RIGHTS

Human rights are an important means of protection for individuals. EQT works to support and respect human rights and ensure compliance with Universal Declaration of Human Rights (UDHR) and International Labor Organization (ILO) labor standards. During 2022, EQT became a formal signatory of the United Nations Global Compact, a natural step to further support and align with the ten principles, which includes Human and Labor Rights. The membership will further increase EQT’s transparency through the Annual Communication on Progress and allow employees to access the UNGC learning platform.

EQT’s direct human rights risks are mainly connected to its employees and if it would not fulfill its commitment with regards to diversity, equity, inclusion and a healthy, safe and discrimination- and harassment-free workplace. EQT’s commitment around these areas are formalized in policies including the EQT Code of Ethics, the EQT Diversity & No-Harassment Guideline and the EQT Global Health and Safety Guideline (see details above).

EQT follows market practice in the different countries where it operates, for benefits offered and work security practices. EQT’s employees have the right and opportunity to be unionized. EQT supports the International Labour Organization (ILO) core conventions and its principles, among them the freedom of association and right to collective bargaining. In France, Italy and Spain, EQT has entered into collective bargaining agreements, covering 4 percent of the total workforce.

EQT’s main impact and risk in this area is however indirect, through supply chains and most importantly, through the EQT funds’ and their portfolio companies or assets. EQT therefore aims to promote sound ethical standards within EQT funds’ portfolio companies. EQT’s ESG standards, as described in the Responsible Investment & Ownership Policy, include human labor rights aspects. As an additional precaution, EQT funds’ portfolio companies are regularly screened using RepRisk to monitor ESG incidents in the portfolio. The UNGC principles are used by RepRisk as a way to identify incidents relating to e.g., human rights. EQT performs regular AML and KYC checks on clients.

EQT’s service providers are screened against sanctions lists, using Refinitiv World-Check. Furthermore, in the UK, the Modern Slavery Statement outlines EQT’s approach to combating modern slavery.

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EQT AB Group employee data

In principle, all employees are employed on a permanent basis and work full-time. Part-time is usually connected to parental leave and not an employment contract. A majority of activities performed are done by EQT employees.

EQT reports full-time equivalent employees with two measures, FTE+ also includes FTEs and on-site consultants. For some of the measures, the data is based on headcount. On-site consultants help EQT maintain operational continuity during extended absences, e.g., parental leaves or temporary reassignments. They can fill roles until permanent hires are made and, in certain cases, provide expertise that may be difficult to access otherwise or that is not needed long-term.

Employee count	2022	2021	2020
Employees (FTE+), numbers	1,790	1,160	710
Employees (FTE), numbers	1,669	1,059	653
Employees (Headcount), numbers	1,731	1,102	694
Temporary employees (FTE)	1%	1%	1%

Employee distribution (FTE)

Employees by category, gender and region	2022	2021	2020
Total, end of reporting period	1,669	1,059	653
By category			
Investment Advisory Professionals	461	292	283
Real Estate Professionals	430	290	n/a
Other	778	477	370
By gender			
Women	43%	42%	44%
Men	57%	58%	56%
By region			
Americas	373	273	70
Asia-Pacific	323	74	58
Nordics	390	304	256
Rest of Europe	583	410	269

Governance forums, share women and men	2022	2021	2020
Board	8	8	8
Women	38%	50%	38%
Men	62%	50%	62%
Senior Executives ¹⁾	14	8	7
Women	27%	13%	14%
Men	73%	87%	86%
Partners	124	77	68
Women	15%	14%	4%
Men	85%	86%	96%

¹⁾ Senior executives are defined as members of EQT Executive Committee as per Dec 31st, 2022

Employees by gender, age and seniority	2022	2021	2020
Investment Advisory Professionals ¹⁾	475	300	292
Women	29%	25%	21%
Men	71%	75%	79%
Under 30 years	38%	29%	31%
30–50 years	54%	66%	64%
Over 50 years	8%	5%	5%
Partner ²⁾ , total number	103	68	64
Women	14%	12%	3%
Men	86%	88%	97%
Managing Director and Director, total number	141	87	90
Women	20%	11%	14%
Men	80%	89%	86%
Vice President and Associate, total number	231	145	138
Women	42%	39%	32%
Men	58%	61%	68%
Real Estate Professionals	430	290	-
Women	32%	29%	-
Men	68%	71%	-
Under 30 years	24%	23%	-
30–50 years	58%	59%	-
Over 50 years	18%	18%	-
Other	826	512	402
Women	58%	63%	63%
Men	42%	37%	37%
Under 30 years	30%	23%	24%
30–50 years	63%	70%	69%
Over 50 years	7%	6%	7%
Other of which STEM ³⁾	79	43	-
Women	23%	19%	-
Men	77%	81%	-

Employee distribution table above is based on headcount.

¹⁾ Real Estate Professionals were included in this category 2020.

²⁾ Refers to Partners within the investment advisory organization only.

³⁾ STEM stands for science, technology, engineering and mathematics workers, here classified as EQT Tech and Motherbrain.

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New hires and turnover

Employee hires (headcount)	2022		2021		2020	
Total number	486		313		117	
By gender						
Women	233	48%	172	55%	54	46%
Men	253	52%	141	45%	63	54%
By region						
Americas	99	20%	47	15%	9	8%
Asia-Pacific	50	10%	22	7%	20	17%
Nordics	135	28%	106	34%	37	32%
Rest of Europe	202	42%	138	44%	51	44%
By age group						
Under 30 years	221	45%	144	46%	56	48%
30–50 years	247	51%	163	52%	56	48%
Over 50 years	18	4%	6	2%	6	5%
By category and gender						
Investment Advisory Professionals, total number and share of new hires	95	20%	60	19%	46	26%
Women	46	48%	27	45%	19	39%
Men	49	52%	33	55%	27	61%
Real Estate Advisory Professionals, total number and share of new hires	121	25%	95	30%	n/a	n/a
Women	49	40%	41	43%	n/a	n/a
Men	72	60%	54	57%	n/a	n/a
Other, total number and share of new hires	270	56%	158	50%	71	61%
Women	138	51%	104	66%	37	52%
Men	132	49%	54	34%	34	48%

Employee turnover (headcount)	2022 ¹⁾		2021		2020	
Turnover, total number and %	132	10%	141	13%	69	10%
Undesired employee turnover	13	1.4%	11	1.6%	6	0.9%
By gender						
Women	80	61%	62	44%	40	58%
Men	52	39%	79	56%	29	42%
By region						
Americas	30	23%	41	29%	8	12%
Asia-Pacific	13	10%	10	7%	8	12%
Nordics	28	21%	44	31%	26	38%
Rest of Europe	61	46%	45	32%	26	39%
By age group						
Under 30 years	32	24%	38	27%	9	13%
30–50 years	87	66%	92	65%	53	77%
Over 50 years	13	10%	13	9%	7	10%
By category						
Investment Advisory Professionals	22	17%	24	17%	21	30%
Real Estate Advisory Professionals	50	38%	44	31%	n/a	n/a
Other	60	45%	73	52%	48	70%

¹⁾ Excluding BPEA EQT.

CEO pay ratio

CEO to FTE ¹⁾	2022 ¹⁾	2021 ²⁾	2020 ²⁾
CEO pay ratio	3.1	2.6	2.4

¹⁾ CEO total cash compensation to median FTE total cash compensation. Excluding BPEA EQT.
²⁾ CEO total cash compensation to median FTE total cash compensation. Excluding BPEA EQT & EQT Exeter.

Gender pay gap

Men to women ¹⁾	2022	2021	2020
Total	39%	56%	58%
Investment Advisory Professionals	31%	34%	35%
Real Estate Professionals	38%	–	–
Other ²⁾	50%	44%	44%

¹⁾ Unadjusted gender pay gap in line with PAI indicator, i.e., calculated as the difference between average gross cash compensation of men vs. women as a percentage of average gross cash compensation of male employees (average FTEs). 2021 and 2020 figures have been re-calculated using the same methodology.
²⁾ Comprising multiple roles and seniority levels.

Note that EQT applies local salary grids for roles where there are many staff in similar positions. This protects a bias-free and merit-based equal pay program. In the same country and at the same seniority level there are no material pay differences between genders.

EQT does not currently measure ratios of standard entry-level wage compared to local minimum wages. Pay is based on thorough, objective benchmarks and our lowest compensation ranges are well above minimum wage levels and significantly above what is mandated by applicable federal, state, and local laws.

Parental leave

Number of weeks ¹⁾	2022	2021	2020
Parental leave total number of weeks	1,609	1,112	877
Women share of total	71%	64%	74%
Men share of total	29%	36%	26%

¹⁾ 2021 and 2020 excludes EQT Exeter. 2022 excludes BPEA EQT.

Sickness absence

Reported sick leave ¹⁾	2022	2021	2020
Total sick leave as % of hours worked	0.1	0.1	0.3
Women share of total	95%	82%	82%
Men share of total	5%	18%	18%

¹⁾ 2021 and 2020 excludes EQT Exeter. 2022 excludes BPEA EQT.
Note that there has been no fatality as a result of work-related injury.

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EQT funds’ board and management diversity

One of the assets in EQT’s Playbook is the EQT Network, a global network of advisors that are engaged in the entire investment process, and often join the boards of portfolio companies. To ensure that the network develops and that relevant competencies are available, EQT continuously sources new EQT Advisors.

As different perspectives are key for better decision-making and performance, EQT strives to have the best possible board compositions and aims for gender balanced boards in the EQT funds’ portfolio companies, with a long-term goal of no less than 40 percent of the independent board members that are appointed in all new control investments to be women. To further drive action and accountability towards this ambition, interim targets have been included in ESG-linked credit facilities for funds as well as the EQT AB sustainability-linked bond.

Board gender diversity across EQT funds’ portfolio companies, breakdown per key fund¹⁾

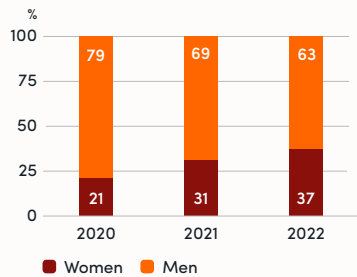
Board gender diversity (average share)	Independent board members appointed by EQT		All Board members		Chairpersons	
	Women	Men	Women	Men	Women	Men
EQT VII	40%	60%	26%	74%	25%	75%
EQT VIII	46%	54%	32%	68%	0%	100%
EQT IX	53%	47%	29%	71%	25%	75%
EQT X	33%	67%	14%	86%	0%	100%
Infrastructure II ²⁾	–	–	–	–	–	–
Infrastructure III	28%	72%	25%	75%	25%	75%
Infrastructure IV	29%	71%	23%	77%	18%	82%
Infrastructure V	34%	66%	26%	74%	0%	100%
Infrastructure VI ²⁾	–	–	–	–	–	–
BPEA VII	7%	93%	16%	84%	–	–
BPEA VIII ²⁾	–	–	–	–	–	–

¹⁾ The metrics above cover EQT funds’ portfolio companies within EQT Private Equity, EQT Future, EQT Infrastructure and BPEA VII, i.e. the investment strategies where EQT funds typically have control or co-control.

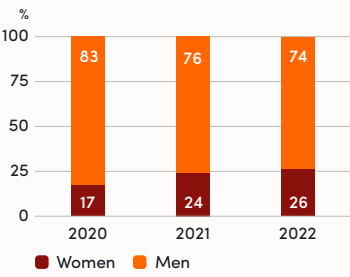
²⁾ Data not available.

Gender diversity across EQT funds’ portfolio companies

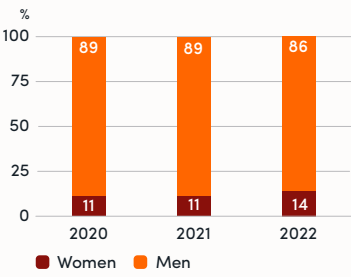
Independent board members appointed by EQT



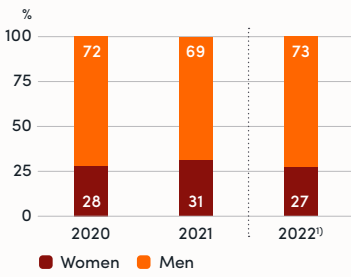
All board members



Chairpersons



Management



¹⁾ Definition has been updated in 2022 to C-suite to align with EDCI

Note: The metrics above cover EQT funds’ portfolio companies within EQT Private Equity, EQT Future and EQT Infrastructure and BPEA EQT, i.e. the investment strategies where EQT funds typically have control or co-control. The measure of independent board members excludes EQT’s own Investment Advisory Professionals as well as board members the EQT funds do not have appointment rights over.

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Accountable leadership

Trust is built with EQT’s different stakeholders through accountability and transparency. EQT want stakeholders to be able to form a balanced and fair view of EQT and hence aims to provide them with correct, relevant and reliable information in a timely fashion. EQT openly publishes various policies and reports on its website, such as its Code of Ethics and EQT Responsible Investment & Ownership Policy.

SUSTAINABILITY GOVERNANCE

A robust sustainability governance structure enables management to deliver on sustainability goals, targets and key objectives. Non-existing or weak sustainability governance not only risks the overall sustainability agenda, but creates risks related to business ethics, endangering EQT’s license to operate as well as reputational risk and risk related to human and labor rights. EQT’s impact in its own operations relates not only to the structure put in place to manage the sustainability agenda but also through the internal policies, procedures and frameworks.

EQT AB’s board of directors is ultimately responsible for the strategic development of EQT’s sustainability performance. To drive the overall integration and implementation, EQT has a dedicated sustainability team led by the Global Head of Sustainable Transformation, who is part of the EQT Executive Committee. To set the sustainability strategy and operationalize commitments, there is a Sustainability Management Team (SMT), consisting of the Global Head of Sustainable Transformation, the Head(s) of Sustainability of all business lines, as well as Heads of Sustainability in other key functions. The SMT meets on a regular basis to discuss firm-wide, strategic sustainability projects and risk management, as well as ensures coordination and aligned planning and communication across the platform.

EQT continues to focus on and strengthen the engagement around sustainability. As part of that journey, the board decided in early 2022 to establish a Sustainability Committee. The Sustainability Committee convenes on a quarterly basis, and provides a way for EQT to formalize the ongoing discourse between the EQT Executive Committee and the board and to challenge the firm’s sustainability strategy in the context of an ever-evolving environment.

Collectively, these mechanisms enable EQT to strengthen the sustainability mandate of the board, and to future-proof the firm in line with forthcoming sustainability trends. Regular updates on the Sustainability agenda are provided by the Chairperson of the Sustainability Committee during the EQT AB Board’s meetings. The members of the Sustainability committee in 2022 are:

- Nicola Kimm – Chairperson of the Committee, board member of EQT AB
- Conni Jonsson – Committee member, Chairperson of EQT AB’s board
- Margo Cook – Committee member, board member of EQT AB

In 2022, EQT AB board members have also been involved in discussions or awareness building in several sustainability-related areas such as sustainability risks and regulations having been discussed by the Audit committee. EQT is continuously working on strengthening the sustainability competencies of the board and a new structure for sustainability training and interactive sessions for the board is under development. The board is involved in the sustainability reporting process.

Please refer to the Accountable leadership section for further information.

BUSINESS ETHICS

Business ethics is a prerequisite for EQT’s license to operate. EQT’s impact relates to its own operations, where business conduct and behavior ultimately can affect the environment as well as social and economic aspects as described below.

EQT’s Code of Ethics (the “Code”) describes the values, ethical principles and standards of the EQT way of conducting business. In particular, the Code emphasizes EQT’s enduring commitment to sound business practices, zero tolerance for bribery and corruption, commitment to preventing money laundering and terrorist financing, and handling of conflicts of interest. The Code is intended to guide both EQT as a firm and its employees in performing tasks and their decision making

and demonstrates the standards by which EQT measures itself and wishes to be perceived by its different stakeholders, including portfolio companies. Aside from following the Code and other policies, EQT complies with all applicable laws and regulations in the countries wherever EQT conducts business.

In relation to anti-bribery and corruption, EQT has Anti-Bribery and Corruption Guidelines, specifying the principles under the Code. These guidelines also include sections about gifts and entertainment, and political contributions. Furthermore, these guidelines also set out the prohibition of facilitation payments, defined as a small unofficial payment or benefit made to secure or expedite the performance of a routine or necessary government action to which the payer has legal or other entitlement.

The Code is communicated to all new employees and temporary staff when starting at EQT, both as a certification and as a part of the onboarding training. On an annual basis, all employees and temporary staff are reminded about the Code and other central rules as a part of the annual certifications process and compliance training.

EQT has a global compliance monitoring programme in place. It is a risk-based programme which strives to be global where possible and local where needed for regulatory reasons. In cases of deficiencies, compliance provides guidance on how to rectify and minimize the risk. Compliance also helps out with raising awareness and helping EQT to navigate the compliance landscape. EQT has local compliance officers in place to cover its regulated entities. The local compliance officers are responsible for the local business and report to the Global Head of Risk and Control as well as to the local board on a periodical basis. The Global Head of Risk & Control leads the compliance team and reports to the CFO on a day-to-day basis and has a reporting line to the CEO and the Board. Reporting to the Board takes place at least annually or as required, and includes reporting on any findings during the year and rectification actions proposed. Business conduct breaches are also reported to the Audit Committee on a quarterly basis and such conduct breaches are discussed with the employee and reported appropriately according to EQT’s defined procedures.

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EQT aims to accelerate action to address the issues of our time through responsible investment and ownership. This also means being a good and reliable corporate citizen, engaging with society and local communities wherever we conduct business, promoting ethical behaviors and respecting human rights.

EQT policies and guidelines

EQT’s governing documents are set up in three levels; policies that are on principle level and approved by the Board (including the Code), guidelines that specify the principles and finally instructions/procedures that details the ways of acting. The policies interpret the principles stated in the EQT Code of Ethics. For key areas that also are important for compliance with laws and regulations as well as for managing key group risks. In addition to that, EQT also has local policies and other governing documents as required in the regulated entities. The EQT Group policies can be found on the EQT webpage.

EQT Exeter also has an EQT Exeter ESG Investment Policy, laying out the specifics for investing and managing real estate assets.

EQT’s direct sustainability activities are governed by the Code. EQT’s indirect sustainability activities in the form of responsible investment and ownership are governed by the EQT Responsible Investment & Ownership (RI&O) Policy. As stated in the Code, EQT works systematically to implement the UN Global Compact Principles, UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, Labour Rights conventions, and the Universal Declaration of Human Rights in our organizational processes. EQT recognizes that this is a continuous learning process, and the aim is clear – to set an example by continuously elevating its efforts to integrate human and labor rights in EQT’s core business practices.

The policies apply to all employees and all entities in the organization and establish rules and boundaries for how the group shall act in significant areas. The policies are communicated to all new hires upon joining EQT as well as being communicated to all employees on an annual basis as part of the annual certification process. Although EQT’s policies and guidelines do not apply to EQT’s external suppliers, EQT expects these stakeholders to have their own codes outlining their guiding ethical and business principles.

EQT shall comply with applicable laws and the governing documents mentioned are a support for this. Management and

employees have the responsibility for compliance within the working areas that they are responsible for. Each policy has an appointed owner who is responsible for communicating, implementing and following up on the policy within EQT.

EQT Group Policies

- EQT Code of Ethics
- EQT Conflict of Interest Policy
- EQT Finance Policy
- EQT Governance Policy
- Information and Trading Policy
- Information Security and Data Privacy Policy
- EQT Responsible Investment & Ownership Policy

EQT Group Guidelines associated with EQT’s business ethics

- EQT Anti-Bribery & Corruption Guidelines (including Gifts and Entertainment and Political Contribution)
- EQT Global Health and Safety Guidelines
- EQT Anti-Money Laundering and Counter-Terrorist Financing Guidelines
- EQT Diversity & No-Harassment Guidelines
- EQT Outside Business Activity Guidelines
- EQT Personal Trading Guidelines
- EQT Business Continuity Plan

Anti-bribery & corruption and Anti-money laundering

As stated in the Code, EQT does not tolerate any form of corruption and is committed to fighting corruption in all its forms. EQT is also fully committed to preventing money-laundering and terrorist financing, and complies with all applicable regulations in these areas wherever it conducts business or has business relationships. In order to achieve these objectives, EQT has governing documents, procedures and monitoring activities in place. This framework is truly global within EQT, and the compliance activities are conducted by a group wide internal network of compliance managers in charge within our global compliance matrix to ensure local expertise and global scaling.

With the aforementioned measures, there are methods to avoid and detect bribery, corruption and related activities, reducing EQT’s risk of liability for improper conduct and ultimately to uphold trust. Part of that compliance program is procedures and guidelines that have been implemented to inform, instruct and guide employees and nourish an open and transparent culture.

EQT’s Anti-Money Laundering program consists of policies and procedures designed to prevent and detect money laundering and related activities. Part of that program is a set-up to perform KYC (know your customer) on fund clients, EQT funds’ portfolio companies and EQT entities. EQT reviews its Anti-Money Laundering (AML) and Countering of Financial Crime and Terrorist Financing (CTF) strategies, goals and objectives on an ongoing basis.

EQT is committed to combating financial crime and implementing appropriate controls to mitigate the risk that investments made by alternative investment funds (AIFs) managed by the EQT alternative investment fund managers as well as investors investing into the AIFs are in breach of the AML/CTF Laws, namely for the purposes of money laundering, terrorism financing, bribery and fraud events.

All EQT employees must complete initial training on both Anti-Bribery & Corruption and Anti-Money Laundering when starting at EQT to ensure they are aware of the risks, requirements and consequences of non-compliance. These trainings are computer-based and custom-made by EQT Compliance to fully cover EQT’s business and the risks that have been identified in areas of Anti-money laundering and Anti-bribery and corruption.

Confirmed incidents of corruption and actions taken 2022

During the reporting period there were no confirmed cases of corruption or breach of business ethics and no employees were dismissed or disciplined for corruption.

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EQT manages its annual training in a two-year cycle, focusing on Anti-Bribery & Corruption and Anti-Money Laundering in alternate years as a “refresher” for the EQT employees. The training is mandatory for all employees including members of the EQT Executive Committee, consultants and temporary staff. Failure to complete or pass the training will result in the issue being escalated to the manager of the relevant employee/consultant and is reported to the Board of EQT AB. Some regions and countries receive training more often, face-to-face and/or in greater depth in line with local regulatory requirements. In some jurisdictions mandatory training is also provided by external specialized firms or by our local compliance officers specialized in these areas to further comply with regulatory requirements.

Conflicts of interest

EQT is committed to identifying, preventing, managing and monitoring actual and potential conflicts of interest that can arise in the course of the management of EQT funds and as part of the ordinary course of business for members of the EQT AB Group.

EQT has a Group Conflict of Interest Policy in place as well as underlying documents to govern more specific situations. These include e.g. an Instruction regarding Allocation of Investments and Related Matters, Cross-Fund Transactions and Related Matters, Conflict of Interest Instruction of EQT AB Balance Sheet Investments and governing documents intended to mitigate conflict of interests between EQT and its employees such as the Personal Trading Guidelines and the Outside Business Activities Guidelines. The regulated entities within EQT may have additional Conflicts of Interest policies as well.

The Global Head of Risk & Control together with the local compliance officer is responsible for implementing systems to identify actual and potential material conflicts of interest by and among the EQT funds, and between the EQT funds and the EQT AB Group. EQT also has a Conflict of Interest Committee.

EQT further maintains a global conflict of interest register and each fund has its own investor committee where matters of conflict of interest may be raised.

Information security and customer privacy

EQT AB Group’s mission-critical infrastructure is cloud-based, and critical vendors comply with the highest security standards in each area (ISO27001, SOC2 et al.).

From a cyber security perspective, EQT has implemented an information security management system (ISMS) aligned with international market best practices, in particular, ISO27001, NIST, and Cobit 2019, while also tailored to EQT’s needs, characteristics and risk appetite. Key components of the information security management system include the assignment of security champions in all relevant tech teams, a secure software development lifecycle process, continuous vendor security assessments, endpoint protection and an incident response process. All EQT staff are subject to an employee awareness program to continuously strengthen the security culture and achieve a high level of resilience to cyber-attacks. The awareness program includes mandatory new-joiner training, an annual awareness course and regular phishing tests (three in 2022). EQT has further implemented a set of oversight processes to ensure that EQT has an efficient information- and cyber security capability. The status of information security activities are reported to the information security steering committee on a quarterly basis, with summaries being reported to the Group risk function, the Audit committee and the Board. The Information security steering committee is composed of members of the Executive Committee. In 2022, a board member was appointed to oversee the information security strategy and to meet with the EQT CISO a minimum of two times per year.

EQT has a software procurement process that includes information security and sustainability aspects. The process is mandatory for any significant software or application being introduced to the EQT environment. EQT has in place a framework for IT General Controls (ITGC), against which all critical applications are audited on a biannual basis.

EQT values data privacy and applies controls to its IT environment. During 2022, EQT has continued to strengthen its data privacy capability through the Virtual Data Protection Office. EQT has established and maintained an adequate record of processing activities, data privacy policy and guidelines, enhanced its agreement review process with third parties, established adequate data privacy incident response process, aligned with multiple data privacy regulations were EQT operates, and increased awareness across the organization of targeted individuals responsible for various processes. Data and customer privacy is paramount for EQT, and the ways of working include a collaboration between internal functions and the Virtual Data Protection Office. The working group reports to

the Data Protection Steering Committee, which determines the strategy and the plan and identifies the risk appetite. The Data Protection Steering Committee consists of representatives from Risk & Control, Corporate Legal and IT Security. The data privacy team is also subject to external reviews when deemed necessary.

Substantiated complaints concerning breaches of customer privacy and losses of customer data 2022

During the reporting period, no substantiated complaints regarding breaches of customer privacy and losses of customer data were identified.

Responsible marketing

Marketing of alternative investment funds, such as EQT funds, are generally subject to certain legal and regulatory restrictions in all key jurisdictions, the specifics of which vary by jurisdiction and investor type.

EQT has a global, well-diversified fund investor base consisting of institutional and other sophisticated investors. Any marketing of interests in an EQT fund will generally take place on a private placement basis to pre-targeted investors, and with proper consideration to the specific requirements that are relevant to a certain jurisdiction and/or fund investor. Consequently, EQT is currently not making any public offering of interests in the EQT funds and is subject to certain restrictions regarding public disclosures relating to funds in fundraising.

Incidents of non-compliance concerning marketing communications 2022

During the reporting period, no instances of non-compliance with regulations or voluntary codes concerning marketing activities resulting in fines or non-monetary sanctions from competent authorities were identified.

Whistleblowing

EQT fosters an open and honest culture where all employees are encouraged to speak their mind and communicate if they have any concern regarding potential risk to themselves, their colleagues, EQT’s business or reputation, or to any other stake-

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holder. Consequently, EQT expects everyone to raise concerns regarding suspected unethical behaviors, misconducts and non-compliance with laws, regulations and policies. To this end, EQT encourages employees to contact their manager or the Global Head of Risk and Control to seek advice or report concerns about unethical and lawful behavior and/or organizational integrity.

In addition, EQT has made available an anonymous whistleblowing channel both internally on the intranet and externally on its website. All cases reported, may it be through the whistleblowing channel or otherwise, are addressed by a Case Handling Team and the Head of the Audit Committee (and therefore indirectly the Board) is informed about all cases. The cases are also reported on an aggregated level to the Audit Committee. Under no circumstances is retaliation against whistleblowers tolerated and a robust management of these cases have been set in place to ensure legal protection for the whistleblowers.

The whistleblowing channel has been used during the year and all cases have been handled and reported in accordance with our processes. No case has been deemed critical for EQT's business.

Finally, EQT has established and implemented effective and appropriate procedures for a reasonable and prompt handling of complaints received from fund investors.

SUSTAINABILITY-LINKED INCENTIVES

The incorporation of relevant sustainability KPIs into incentive schemes, such as remuneration policies, supports substantiating a sound sustainability strategy. EQT's impact in its own operations is through incentivizing management or employees to strive towards achieving EQT's sustainability ambitions. Via incentives for financing, the sustainability objectives can further be highlighted and support the overall sustainability ambitions, such as science-based targets and diversity.

Sustainability-linked incentives for employees

EQT has a clear remuneration philosophy (including for variable cash) which also governs the remuneration to the Executive Committee and links compensation to EQT AB Group's business strategy, sustainability, long-term interests

and long-term value growth for its shareholders. For the variable cash component, the executive remuneration is linked to sustainability-related targets, defined separately for different roles and functions. Given EQT's philosophy around sustainability and how this is ingrained in its purpose, sustainability criteria are also integrated in other parts of the evaluation. For details, please refer to remuneration policy, see board of directors' report.

On a team level, EQT links variable pay to ESG using sustainability-related target achievement as a basis for bonus pool size decision for teams.

EQT's share program has a mix of financial- and non-financial metrics. The grant of extraordinary share awards is determined by value-add to the wider EQT platform and includes a significant focus on sustainability as a key assessment criterion.

Sustainability-linked financing

Following successful establishments of ESG-linked credit facilities for EQT funds, EQT AB has issued sustainability-linked financings for EQT AB Group, in the format of an ESG-linked revolving credit facility (2020) and sustainability-linked bonds (2021 and 2022). Reporting towards the Sustainability Performance Targets in the EQT AB Group sustainability-linked bonds are provided below.

For more information on the KPIs and definitions, please refer to EQT's Sustainability-linked financing frameworks on the EQT website.

EUR 500 million sustainability-linked bond issued in 2021

Key Performance Indicators (KPIs)	Sustainability Performance Target (SPT)	Target date	Status 2022
KPI 1: SBTi approved greenhouse gas emission reduction targets	SPT 1: Science-based targets approved	31 December 2023	Fulfilled (in 2021)
KPI 2a: Percentage of women Investment Advisory Professionals	SPT 2a: 28%	31 December 2026	29.5%
KPI 2b: Percentage of independent women board members appointed at EQT funds' portfolio companies	SPT 2b: 36%	31 December 2026	37%

EUR 1,500 million sustainability-linked bonds issued in 2022

Key Performance Indicators (KPIs)	Sustainability Performance Target (SPT)	Target date	Status 2022
KPI 1: Portfolio coverage % ¹⁾	SPT 1: 40%	31 December 2025	21%

¹⁾ Eligible EQT funds' private and listed equity portfolio companies by EUR invested capital to have set SBTs approved by the SBTi. Eligible companies where the EQT fund holds at least 25% of fully diluted shares and at least 24 months have passed since the date of acquisition.

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Lead

Partnerships with a diversity of perspectives enables the development of new solutions to sustainability problems. EQT aims to lead change in the industry and beyond by sharing insights from learnings, advocating for change and driving innovation.

LEARNING, PARTNERSHIPS AND ADVOCACY

Leveraging the power of innovation and partnerships is a way for EQT to gain new insights and perspectives as well as to contribute to create change in its industry. Sharing knowledge with a broader audience increases effectiveness and is critical for quick, innovative responses to succeeding in global sustainability efforts. Advocating for change and driving sustainable innovation can also impact EQT internally through increased engagement and collaboration from employees that further fuels the sustainability ambitions.

Collaboration and partnerships

To promote sustainability in the ecosystem, EQT continues to be an active participant in industry associations, working groups and initiatives.

Please see section [Accountable leadership](#) and visit EQT’s website for more information on current partnerships aiming to support the wider society including local communities, and to inspire change in the broader industry.

REPORTING AND TRANSPARENCY

Continued development and tracking of metrics for key sustainability objectives is a prerequisite for EQT to drive systemic and sustainable change but also to account for social and environmental performance, value the contribution to society and establish credibility with stakeholders. Disclosing results and sharing learnings drives

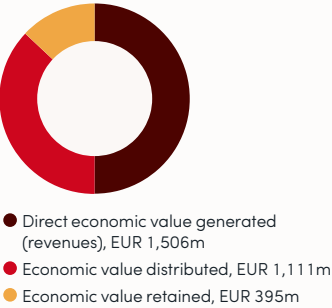
change and allows the whole ecosystem to grow. By reporting and sharing its sustainability performance EQT enables employees to act and engage in its sustainability agenda.

To promote ESG data transparency and comparability, EQT has engaged in various initiatives such as the ESG Data Convergence Initiative (EDCI), an initiative to generate useful, performance-based and comparable ESG data for the private equity industry, and the World Economic Forum’s Stakeholder Capitalism Metrics community, committing to measuring and demonstrating EQT’s contribution to society. Please read more on key KPIs collected for EQT funds portfolio companies in section Investment and Value creation and EQT’s partnership in section [Accountable leadership](#).

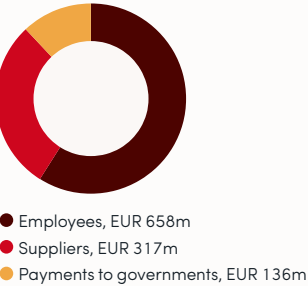
Economic value for society

EQT generates direct economic value for society through its business activities. In 2022, EQT AB Group distributed a total of EUR 1,111 m between employees, suppliers and governments, whereas EUR 395m was retained or distributed to owners. Economic value generated and distributed for authorities is presented in accordance with EQT’s financial reporting. See charts on the next page for further breakdown of the period’s tax costs. Please see also section Financial statements for EQT’s financial reporting and generated revenue.

Direct economic value generated and distributed



Economic value distributed by category



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Approach to Taxes

The EQT tax strategy, applicable to EQT AB Group, is aligned with EQT’s business strategy. EQT’s tax affairs shall be managed in light of EQT’s commercial objectives and long-term sustainable behavior. EQT recognizes that tax is at the core of its corporate responsibility and plays an important part in continuing to deliver exceptional value to the society as a whole and making a positive impact. By paying taxes companies contribute to societies in which they operate. EQT aims to take decisions regarding tax in compliance with applicable tax laws, tax treaties and relevant international guidance. EQT’s fiduciary duty vis-à-vis its shareholders extends to managing its tax affairs in a responsible and sustainable way. Hence, EQT strives to protect its brand and reputation and does not engage in unacceptable tax practices that can erode our stakeholder trust and, in the long-term, our license to operate.

EQT has robust documented guidelines, processes and controls for managing taxes throughout the EQT platform, with a purpose to ensure that all material tax risks are identified and mitigated through tax risk identification processes. Tax & Structuring is responsible for ensuring that tax risk management is part of the internal control systems and that there are escalation protocols in place for material tax issues. All material transactions or events where the potential tax effects are uncertain are considered in the light of a tax technical analysis, financial materiality, accounting and regulatory disclosure requirements, operational risk, reputational risk and compatibility with the goal of creating long-term, sustainable value. All material tax risks and areas of uncertainty shall be escalated and communicated by local jurisdictions to Tax & Structuring.

The key principles according to which tax affairs within EQT shall be managed are set out in the Finance Policy. The Finance Policy is adopted by the EQT AB Board and reviewed annually. The EQT AB Group Tax Guidelines supports the key tax principles outlined in the Finance Policy and embraces how tax is managed at EQT on a day-to-day basis. The Tax Guidelines are adopted and reviewed on an annual basis by the EQT

Operations Committee, by delegation from the CEO and owned by the Global Head of Tax & Structuring who is responsible for ensuring that these principles are understood, consistently implemented and maintained and developed. The Finance Policy and the Tax Guidelines are available on the EQT website.

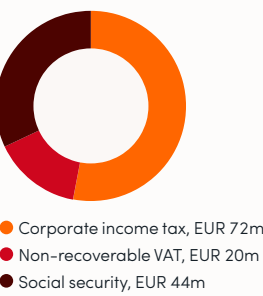
EQT strives to deal with tax authorities in a respectful and professional way in all countries it operates in order to ensure EQT’s tax affairs are reported accurately. EQT seeks to proactively achieve certainty when appropriate and to resolve tax disputes efficiently and effectively, without recourse to litigation wherever possible.

EQT expects everyone to raise concerns regarding suspected unethical behaviors, misconducts and non-compliance with laws, regulations and policies in relation to tax matters, and in accordance with EQT’s regular reporting and whistleblowing process, that also applies to tax related matters.

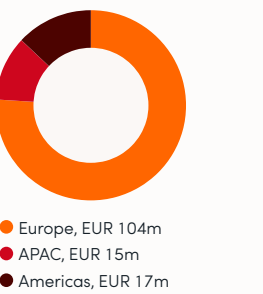
EQT is a member of the Swedish Private Equity & Venture Capital Association, the industry association for the private equity industry in Sweden. One part of this association’s work is to act as a consultation body in legislative processes around tax, but also to advocate in public for reasonable tax treatment of the private equity industry.

The EQT funds are established and maintained in a manner that meets operational efficiency, long-term sustainable requirements and commercial considerations for the EQT funds’ investors. EQT expects all investors in the EQT funds to be taxed on the returns and gains from the EQT funds in accordance with the tax legislation in the jurisdiction in which the fund investors reside.

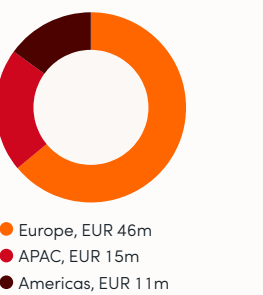
Reported taxes by type



Reported taxes by region



Reported corporate income tax by region



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EU TAXONOMY STATEMENT

The EU Taxonomy aims to provide a common understanding of economic activities that make a substantial contribution to the EU’s environmental goals. As EQT AB Group follows under NFRD (non-financial reporting directive), EQT is obliged to report its share of taxonomy-eligible and taxonomy-aligned activities covering financial year 2022.

EQT AB reviewed in 2021 the economic activities that are currently covered in the EU Taxonomy together with a third party expert and concluded that there is little to none of EQT AB’s activities that can be assessed as taxonomy-eligible

based on the definitions set out. The specific activities covered within the EU Taxonomy’s financial and insurance sector currently only includes insurance activities. Note that an economic activity can contribute to more than one environmental goal. To avoid risk of double counting, EQT has made assessments where contribution only is attributable to one environmental goal per economic activity.

Turnover

EQT AB Group’s revenues relate to management fees, carried interest and investment income. While sustainability is an integrated service in EQT’s operating model, a share of Taxonomy-eligible activities cannot be directly derived from management fees. Carried interest and investment income relates to investments in EQT funds and are hence pure financial. Thus the share of eligible turnover is zero. Please refer to the Consolidated Income Statement and Note 5 Revenue for further details.

Proportion of Taxonomy-aligned economic activities

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities				Substantial contribution criteria						DNSH criteria (Do No Significant Harm)									
Economic activities	Code(s)	Absolute turnover EUR m	Proportion of turnover %	Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Biodiversity and ecosystems %	Climate change mitigation Y/N	Climate change adaptation Y/N	Water and marine resources Y/N	Circular economy Y/N	Pollution Y/N	Biodiversity and ecosystems Y/N	Minimum safeguards Y/N	Taxonomy-aligned proportion of turnover, year N Percent	Taxonomy-aligned proportion of turnover, year N-1 Percent	Category (enabling activity/ transitional activity) E/T
A. TAXONOMY ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)		-																	
Turnover of eligible Taxonomy-aligned activities (A.1)																			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		-																	
Turnover of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
Total (A.1 + A.2)																			
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Turnover of non-eligible activities (B)		1,497m	100%																
Total (A + B)		1,497m	100%																

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Capex

EQT AB Group’s Capex as defined by the EU Taxonomy consists of intangible assets related to business combinations, equipment and office leases, either for new offices or newly admitted contracts as well as leasehold improvements. The amounts related to intangible assets related to business combinations and equipment are found in the Consolidated financial statements as Additions in Note 11 and Note 12, respectively, and lease-related amounts are not reported separately, but are part of Right-of-use assets and Additions in Note 12. Purchases

of output from Taxonomy-eligible economic activities of suppliers has been reported as eligible Capex regardless of EQT having a target activity that is eligible, hence all capex related to office leases and the leasehold improvements have also this year been reported as eligible. Note that the non-eligible Capex was not reported last year. To define whether the amounts are considered aligned according to Taxonomy criteria, EQT has requested information from its land-lords whether the buildings which EQT leases are meeting 1) the substantial

contribution criteria and 2) if the landlords are meeting the DNSH-criteria (do no significant harm criteria) as well as the minimum safeguards. The request was only sent out to land-lords in the EU, as it is an EU-based regulation, accounting for around 20% of the eligible Capex. Still, many European land-lords could not officially respond to the request and the associated capex were by default considered as not aligned. This is reflecting the novelty of the regulation and is something that most likely will change over time.

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities				Substantial contribution criteria						DNSH criteria (Do No Significant Harm)									
Economic activities	Code(s)	Absolute CapEx EUR m	Proportion of CapEx %	Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Biodiversity and ecosystems %	Climate change mitigation Y/N	Climate change adaptation Y/N	Water and marine resources Y/N	Circular economy Y/N	Pollution Y/N	Biodiversity and ecosystems Y/N	Minimum safeguards Y/N	Taxonomy-aligned proportion of CapEx, year N Percent	Taxonomy-aligned proportion of CapEx, year N-1 Percent	Category (enabling activity/ transitional activity) E/T
A. TAXONOMY ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Acquisition and ownership of building	7.7	0.9	0.0%	100%							Y					Y	0.0%		
CapEx of eligible Taxonomy-aligned activities (A.1)		0.9	0.0%																
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Acquisition and ownership of building	7.7	57.5	1.7%																
CapEx of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		57.5	1.7%																
Total (A.1 + A.2)		58.5	1.8%																
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
CapEx of non-eligible activities (B)		3,278.9	98.2%																
Total (A + B)		3,337.4	100.0%																

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Opex
EQT AB Groups does not take up any R&D costs and as offices are leased the only potential Opex relates to maintaining and repairing e.g. technology hardware, which is negligible.

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities				Substantial contribution criteria						DNSH criteria (Do No Significant Harm)									
Economic activities	Code(s)	Absolute OpEx EUR m	Proportion of OpEx %	Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Biodiversity and ecosystems %	Climate change mitigation Y/N	Climate change adaptation Y/N	Water and marine resources Y/N	Circular economy Y/N	Pollution Y/N	Biodiversity and ecosystems Y/N	Minimum safeguards Y/N	Taxonomy-aligned proportion of OpEx, year N Percent	Taxonomy-aligned proportion of OpEx, year N-1 Percent	Category (enabling activity /transitional activity) E/T
A. TAXONOMY ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)		-																	
OpEx of eligible Taxonomy-aligned activities (A.1)																			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		-																	
OpEx of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
Total (A.1 + A.2)																			
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
OpEx of non-eligible activities (B)		-																	
Total (A + B)		-																	

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GRI content index

Statement of use: EQT AB has reported in accordance with the GRI Standards for the period 2022-01-01 – 2022-12-31

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): None of the published sector standards apply to EQT.

GRI Standard/other source	Disclosure	Page	Omission	Additional comments
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	2, 111		
	2-2 Entities included in the organization's sustainability reporting	74, 157		The entities included in the Sustainability Report are the same as for the Financial reporting, described in page 75. Publication date: 30 March 2023.
	2-3 Reporting period, frequency and contact point	157		EQT produces and publishes a sustainability report on an annual basis. Contact person: Julia Wikmark, Head of Corporate Sustainability.
	2-4 Restatements of information	157		There have been no restatmenets of information.
	2-5 External assurance	164		External assurance of the sustainability report is provided by a third party.
	2-6 Activities, value chain and other business relationships	3–5, 28		
	2-7 Employees	145		
	2-8 Workers who are not employees	145		
	2-9 Governance structure and composition	62, 145, 174–177		
	2-10 Nomination and selection of the highest governance body	172, 178		
	2-11 Chair of the highest governance body	174		
	2-12 Role of the highest governance body in overseeing the management of impacts	148, 178		
	2-13 Delegation of responsibility for managing impacts	148, 178		
	2-14 Role of the highest governance body in sustainability reporting	148		
	2-15 Conflicts of interest	148, 150, 174–177, 181–183		
	2-16 Communication of critical concerns	157		EQT does not report on 2-16 b.
	2-17 Collective knowledge of the highest governance body	148		
	2-18 Evaluation of the performance of the highest governance body	148, 178		
	2-19 Remuneration policies	69, 83, 167, 172–173, 178		
	2-20 Process to determine remuneration	69, 83, 167, 172–173, 179		
	2-21 Annual total compensation ratio	148		
	2-22 Statement on sustainable development strategy	9–10		
	2-23 Policy commitments	149		
	2-24 Embedding policy commitments	149–151		

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GRI Standard/other source	Disclosure	Page	Omission	Additional comments
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	59, 148–151		
	2-26 Mechanisms for seeking advice and raising concerns	151		
	2-27 Compliance with laws and regulations	150–151		
	2-28 Membership associations	63		
	2-29 Approach to stakeholder engagement	132		
	2-30 Collective bargaining agreements	144		
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	132–133		
	3-2 List of material topics	133		
Investment and value creation process				
GRI 3: Material Topics 2021	3-3 Management of material topics	134–135		
EQT specific	Sustainability as a tool for value creation	49–50		
Sustainability governance & Business ethics				
GRI 3: Material Topics 2021	3-3 Management of material topics	62, 149–154		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	153		
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	150–151		
	205-3- Total number of confirmed corruption cases	150		
GRI 207: Tax 2019	207-1 Approach to tax	154		
	207-2 Tax governance, control, and risk management	154		
	207-3 Stakeholder engagement and management of concerns related to tax	154		
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	151		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	151		
Renewable energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	139		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	139		
	302-3 Energy intensity	139		
Circularity				
GRI 3: Material Topics 2021	3-3 Management of material topics	139		
	303-5 Water consumption	139		
	306-3 Waste generated	139		

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GRI Standard/other source	Disclosure	Page	Omission	Additional comments
Biodiversity and nature				
GRI 3: Material Topics 2021	3-3 Management of material topics	58, 139		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Omission: EQT cannot comply with the topic specific disclosures in GRI 304: Biodiversity. EQT is investigating how its work and management approach of biodiversity will take shape. The reason for omission is that information is unavailable/incomplete, in accordance with GRI-1, Requirement 6. As EQT continues to explore this topic, the aim is to report on this disclosure in the next few years.	
Decarbonization & Climate adaptation				
GRI 3: Material Topics 2021	3-3 Management of material topics	58-59, 62		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	138		
	305-2 Energy indirect (Scope 2) GHG emissions	138		
	305-3 Other indirect (Scope 3) GHG emissions	138		
	305-4 GHG emissions intensity	138		
Employee development, health and well-being				
GRI 3: Material Topics 2021	3-3 Management of material topics	13, 52-55, 143-144		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	146		
	401-3 Parental leave	146		EQT reports number of weeks of parental leave by gender but does not yet report 401-3c-e.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	143-144		
	403-2 Hazard identification, risk assessment, and incident investigation	143-145		
	403-3 Occupational health services	143-146		
	403-4 Worker participation, consultation, and communication on occupational health and safety	143-147		
	403-5 Worker training on occupational health and safety	143-148		
	403-6 Promotion of worker health	143-149		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	143-150		EQT does not currently have a formal process for preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its products or services.
	403-10 Work-related ill health	148		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	143		
	404-3 Percentage of employees receiving regular performance and career development reviews	143		The structured 360-degree feedback secures that all employees are offered regular performance and career dewvelopment reviews. EQT Exeter and BPEA EQT are not yet in scope for this reporting.

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GRI Standard/other source	Disclosure	Page	Omission	Additional comments
Diversity, equity and inclusion				
GRI 3: Material Topics 2021	3-3 Management of material topics	144, 147		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	145		Ref. Corporate governance report.
	405-2 Ratio of basic salary and remuneration of women to men	146	Omission: EQT does not measure ratios of standard entry-level wages. EQT reports the Unadjusted gender pay gap in line with PAI indicator, i.e., calculated as the difference between average gross cash compensation of male vs. female employees as a percentage of average gross cash compensation of male employees (average FTEs). 2021 and 2020 figures has been re-calculated using the same methodology.	
Human rights incl. labour rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	144		
Collective bargaining agreements	2-30 Collective bargaining agreements	144		
Sustainability-linked incentives				
GRI 3: Material Topics 2021	3-3 Management of material topics	151		
EQT specific	Sustainability-linked financings	64, 151		
Reporting and transparency				
GRI 3: Material Topics 2021	3-3 Management of material topics	152		
EQT specific	Annual sustainability reporting	n.a.		EQT's annual and sustainability report is the basis for this area, where EQT strives to disclose learnings and results.
Learning, partnerships and advocacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	63, 152		
GRI 2- General disclosures	GRI 2-28 Memberships associations	63		

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WEF Stakeholder Capitalism Metrics index

This is EQT’s second time reporting World Economic Forum’s Stakeholder Capitalism Metrics (core), an initiative EQT supported during 2021.

The index below is provided with page references and/or comments. In instances where all disclosures are not currently available, a comment has been provided.

Theme	Metrics and Disclosures	Section	Page	Comment
Governance				
Governing Purpose	Setting purpose The company’s stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Corporate governance report	166	
Governance body composition	Governance body composition Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	Corporate governance report, Sustainability notes	169–171, 174	The resumes of the EQT AB board members are found in the Corporate Governance Report, containing education, background as well as current and previous assignments that indicate competencies.
Stakeholder Engagement	Material issues impacting stakeholders A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were engaged.	Sustainability notes	132–133	

Theme	Metrics and Disclosures	Section	Page	Comment
Governance				
Ethical Behaviour	Anti-corruption 1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region 2. (a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years (b) Total number and nature of incidents of corruption confirmed during the current year, related to this year 3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	Sustainability notes	149–150	
	Protected ethics advice and reporting mechanisms A description of internal and external mechanisms for 1. Seeking advice about ethical and lawful behaviour and organizational integrity. 2. Reporting concerns about unethical or lawful behaviour and organizational integrity.	Sustainability notes	148–151	

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Theme	Metrics and Disclosures	Section	Page	Comment
Governance				
Risk and Opportunity Oversight	Integrating risk and opportunity into business process Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental, and social issues, including climate change and data stewardship.	Managing risks, TCFD reporting	118–125, 140–142	
Planet				
Climate change	Greenhouse Gas (GHG) emissions For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Sustainability notes	138	
Climate change	TCFD implementation Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	Sustainability notes, TCFD reporting	136–142	
Nature loss	Land use and ecological sensitivity Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).			EQT's offices are primarily located in urban, densely developed areas. As such EQT does not currently measure its impact on land use.

Theme	Metrics and Disclosures	Section	Page	Comment
Planet				
Fresh water availability	Water consumption and withdrawal in water-stressed areas Report for operations where material, mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	Sustainability notes	139	
People				
Dignity and equality	Diversity and inclusion (%) Percentage of employees per employee category, per age group, gender and other indicators of diversity (e.g. ethnicity).	Sustainability notes	145	
Dignity and equality	Pay equality Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas.	Sustainability notes	146	EQT reports on CEO pay ratio and unadjusted gender pay gap
Dignity and equality	Wage level (%) 1. Ratios of standard entry-level wage by gender compared to local minimum wage. 2. Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO).	Sustainability notes	146	EQT does not currently measure ratios of standard entry-level wage compared to local minimum wages. Pay is based on thorough and objective benchmarks and our lowest compensation ranges are well above minimum wage levels and significantly above what is mandated by applicable federal, state, and local laws.

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Theme	Metrics and Disclosures	Section	Page	Comment
People				
Dignity and equality	Risk for incidents of child, forced or compulsory labour An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk.	Sustainability notes	144	
Health & well-being	Health and Safety (%) 1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries, main types of work-related injury; and the number of hours worked. 2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers.	Sustainability notes	143,146	
Skills for the future	Training provided (#) 1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees). 2. Average training and development expenditure per full time employee.	Sustainability notes	143	
Prosperity				
Employment and wealth generation	Absolute number and rate of employment 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Sustainability notes	146	

Theme	Metrics and Disclosures	Section	Page	Comment
Prosperity				
Employment and wealth generation	Economic Contribution 1. Direct economic value generated and distributed (EVG&D) – on an accrual basis, covering the basic components for the organization's global operations, ideally split out by: a. Revenue b. Operating costs c. Employee wages and benefits d. Payments to providers of capital e. Payments to government f. Community investment 2. Financial assistance received from the government – Total monetary value of financial assistance received by the organization from any government during the reporting period.	Sustainability notes	152	EQT AB Group has not received any financial assistance from governments during the reporting period.
Wealth creation and employment	Financial investment contribution disclosure 1. Total capital expenditures (CapEx) – Depreciation supported by narrative to describe the company's investment strategy. 2. Share buybacks + Dividend payments supported by narrative to describe the company's strategy for returns of capital to shareholders.	Taxonomy statement, The Share	155, 181	EQT does not activate any R&D costs and as such does not report Capex (only as part of the EU Taxonomy's definition).
Innovation in better products and services	Total R&D expenses (\$) Total costs related to research and development.			EQT does not activate any R&D expenses.
Community and social vitality	Total tax paid The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes.	Sustainability notes	153	

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Auditor’s Limited Assurance Report on EQT AB’s Sustainability Report and statement regarding the Statutory Sustainability Report

To EQT AB (publ), corp. id 556849–4180

Introduction

We have been engaged by the Board of Directors of EQT AB (publ) to undertake a limited assurance engagement of EQT AB’s Sustainability Report for the year 2022. The company has defined the scopes of the Sustainability Report and the Statutory Sustainability Report on page 1 in this document.

Responsibilities of the Board of Directors and the managing director

The Board of Directors and the managing director are responsible for the preparation of the Sustainability Report including the Statutory Sustainability Report in accordance with applicable criteria and the Annual Accounts Act respectively. The criteria are defined on page 1 in the Sustainability Report and are part of the Sustainability Reporting Guidelines published by GRI (The Global Reporting Initiative), that are applicable to the Sustainability Report, as well as the accounting and calculation principles that EQT AB has developed. This responsibility also includes the internal control relevant to the preparation of Sustainability Report that is free from material misstatements, whether due to fraud or error.

Auditor’s responsibility

Our responsibility is to express a conclusion on the Sustainability Report based on the limited assurance procedures we have performed and to express an opinion regarding the Statutory Sustainability Report. Our assignment is limited to the historical information that is presented and does not cover future-oriented information.

We conducted our limited assurance engagement in accordance with ISAE 3000 Assurance engagements other than audits or reviews of historical financial information (revised). A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report and applying analytical and other limited assurance procedures. Our examination regarding the Statutory Sustainability Report has been conducted in accordance with FAR’s accounting standard RevR12 The auditor’s opinion regarding the Statutory Sustainability Report. A limited assurance engagement and an examination according to RevR 12 is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

The firm applies International Standard on Quality Control 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent of EQT AB in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The limited assurance procedures performed and the examination according to RevR 12 do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. The conclusion based on a limited assurance engagement and an examination

according to RevR 12 does not provide the same level of assurance as a conclusion based on an audit.

Our procedures are based on the criteria defined by the Board of Directors and the managing director as described above. We consider these criteria suitable for the preparation of the Sustainability Report.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusions below.

Conclusions

Based on the limited assurance procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and the managing director.

A Statutory Sustainability Report has been prepared.

Stockholm, 29 March 2023
KPMG AB

Håkan Olsson Reising
Authorized Public Accountant

Karin Sivertsson
Expert Member of FAR

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Corporate governance

LSP Health Economics Fund 2

FundamentalVR

EQT Life Sciences led an investment in Fundamental VR, who have developed the world’s first scalable medical simulation platform to combine virtual reality and haptics through data, artificial intelligence, and multimodal learning. The investment allows the company to accelerate its commercial activities, particularly in the US, and continue to innovate its deep product development pipeline.



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Corporate governance report

Corporate governance practices refer to the decision-making systems through which owners, directly or indirectly, govern a company. Good corporate governance is not only important for EQT AB's organization, it is also integrated in EQT's business model as it is part of the core of EQT's value creation strategy when advising and future-proofing the portfolio companies of the EQT funds.

EQT AB is a Swedish limited liability company governed by the Swedish Companies Act. As a listed company on Nasdaq Stockholm, EQT AB further adheres to the Swedish Code of Corporate Governance (the "Code"). The Code is published on www.corporate-governanceboard.se, where a description of the Swedish Corporate Governance model can be found.

This Corporate Governance Report is submitted in accordance with the Swedish Annual Accounts Act and the Code. It explains how EQT AB has conducted its corporate governance activities during the financial year 2022.

EQT AB did not breach or deviate from the Nasdaq Stockholm Rule Book for Issuers, the Code or good stock market practice during the financial year 2022.

The Corporate Governance Report has been reviewed by EQT AB's auditor, as presented on page 180.

Statement of Purpose

Purpose – why we exist:

"To future-proof companies and make a positive impact"

Vision – what we strive for:

"To be the most reputable investor and owner"

Mission – what we do and how:

"With the best talent and network around the world, EQT uses a thematic investment strategy and distinctive value creation approach to future-proof companies, creating superior returns to EQT's investors and making a positive impact with everything we do"

EQT is a purpose-driven global investment organization focused on active ownership strategies, while responsibly investing in, owning and developing companies and real assets. As established in EQT's articles of association, EQT shall strive to conduct its business in a way that future-proofs companies and has a positive impact with everything we do.

EQT has an enduring commitment to responsible investment and has since inception had a multi-stakeholder approach, with the original concept from EQT's founding in 1994 of being "more than capital". This concept still embodies the fundamental mindset that defines EQT and our active ownership approach. With an entrepreneurial spirit and passion for future-proofing companies, EQT continues to further incorporate the long-term ownership philosophy of the Swedish Wallenberg family.

Today, EQT is a differentiated global investment organization with a near three-decade history of responsibly investing in, owning and developing companies and real assets. With a Nordic heritage and a global mindset com-

bined with well-grounded values and a deeply rooted culture, EQT funds have a track record of consistent and attractive returns across geographies, sectors and strategies. We do this by making a real difference: EQT has on average grown portfolio company revenues per year by 18 percent, EBITDA by 24 percent and the number of employees by 13 percent, over the last five years.

As EQT has grown, our philosophy has been further ingrained into the EQT way of doing business. By taking an active role and working closely with management and boards, EQT supports its portfolio companies and real assets with hands-on governance and expertise, leveraged from both within the EQT platform and the global network of EQT Advisors. Providing both capital and competence constitutes the essence of EQT's active ownership approach and is difficult to replicate. It allows us not only to create attractive returns for EQT funds', but also to be part of the solution and make a positive impact that prevails during and after EQT funds' ownership period.

Shouldering the role as an active owner is not done overnight. It requires trust from multiple stakeholders and such trust is earned over time. At EQT, we have always been dependent on our license to operate to continue carrying out our mission. This has meant a continuous quest to gain and preserve confidence from a broad set of stakeholders such as portfolio companies' employees and customers, fund investors, unions, the media, and politicians – and since the public listing, also EQT AB's shareholders.

Going forward, we will develop EQT and our investments to prosper and be sustainable. We do this by promoting regenerative processes and equitable business practices and by ensuring that leadership is held accountable. We believe this will ensure that EQT stays successful and relevant for its investors and society as a whole for the long term.

Conni Jonsson
Founder and Chairperson

Christian Sinding
CEO and Managing Partner

Margo Cook
Board Member

Brooks Entwistle
Board Member

Johan Forssell
Board Member

Nicola Kimm
Board Member

Diony Lebot
Board Member

Gordon Orr
Board Member

Marcus Wallenberg
Deputy Chairperson

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AUTHORIZATIONS

At the Annual Shareholders’ Meeting held on 1 June 2022, an authorization was granted to the Board to, during the period until the Annual Shareholders’ Meeting 2023, on one or more occasions, resolve upon issuances of new shares and/or warrants to be paid in cash, by way of set-off and/or in kind. Shares and/or warrants may be issued without preferential rights for the shareholders of EQT AB. The number of shares and/or warrants issued may not correspond to a dilution of more than 10 percent of the total number of shares outstanding at the time of the Annual Shareholders’ Meeting 2022’s resolution on the authorization, after full exercise of the authorization. The purpose of the authorization is to provide flexibility for acquisitions of companies, businesses or parts thereof, as well as to increase financial flexibility for EQT and broaden the shareholder base. Any issue of new shares resolved upon pursuant to the authorization shall be made at market terms and conditions, taking into account the transaction as a whole. Warrants may be issued free of charge.

At the Annual Shareholders’ Meeting held on 1 June 2022, an authorization was also granted to the Board to ensure delivery of the shares that were part of the consideration for the acquisition of Baring Private Equity Asia (“BPEA”) as announced in a press release on 16 March 2022. The Board was authorized to, during the period until the next Annual Shareholders’ Meeting, on one or several occasions, resolve upon issuances of new ordinary shares to be paid in kind. The shares could be issued without preferential rights for the shareholders of EQT AB. The number of ordinary shares issued could not exceed 191,200,000 shares, corresponding to a dilution of approximately 16 percent of the total number of shares outstanding. The purpose of the authorization was to enable partial payment of the acquisition of BPEA. The Chairperson of the Board and the CEO respectively, or a person appointed by either of them, was proposed to be authorized to make such minor adjustments to the decision that may be necessary and desirable in connection with the registration of the decision with the Swedish Companies Registration Office and Euroclear Sweden AB.

SHAREHOLDERS’ MEETINGS AND THE ANNUAL SHAREHOLDERS’ MEETING 2023

According to EQT AB’s articles of association, shareholders’ meetings are convened by publication of the convening notice in the Swedish National Gazette (Sw. Post- och Inrikes Tidningar) and on EQT’s website. At the time of the notice convening a shareholders’ meeting, information regarding the notice shall be published in the Swedish daily newspaper Dagens Industri.

Shareholders who wish to participate in a shareholders’ meeting of EQT AB must be included in the shareholders’ register maintained by Euroclear Sweden AB (“Euroclear”) concerning the circumstances six banking days prior to the meeting and notify EQT AB of their participation no later than on the date stipulated in the notice convening the shareholders’ meeting. Shareholders may attend the shareholders’ meetings in person or by proxy and may be accompanied by a maximum of two assistants. Typically, it is possible for a shareholder to register for the shareholders’ meeting in several different ways as indicated in the notice of the shareholders’ meeting. A shareholder may vote for all shares in EQT AB owned or represented by the shareholder, without restrictions on the number of votes.

The Annual Shareholders’ Meeting 2023 (the “AGM 2023”) of EQT AB will take place on 30 May 2023 at 14:00 CEST. All documents related to the AGM 2023 will be published on EQT’s website.

SHARES

At year-end 2022, EQT AB had 62,471 shareholders according to the shareholders’ register maintained by Euroclear. The only shareholders representing more than one tenth of the shares and votes in EQT AB were Investor Investments Holding Aktiebolag, an indirect subsidiary of Investor Aktiebolag, with 14.6 percent of the capital and 14.7 percent of the votes and Bark Partners AB, an entity owned by Conni Jonsson, Thomas von Koch, Harry Klagsbrun and Per Franzén, with 11.5 percent of the capital and 11.6 percent of the votes. For more information about the EQT AB share and its largest shareholders, see page 162. Information on EQT AB’s shareholder structure is also available on EQT’s website.

NOMINATION COMMITTEE

Under the Code, all companies whose shares are listed on a regulated market in Sweden must have a nomination committee to prepare proposals regarding certain appointments by the shareholders’ meeting. The main task of the nomination committee is to propose candidates for election to the Board, including the chairperson of the Board, and, where applicable, propose auditors for election to the shareholders’ meeting. When nominating persons for election to the Board, the nomination committee shall determine whether in its view the persons nominated for election are considered independent of EQT AB, its senior management and the major shareholders in EQT AB. In addition, the nomination committee shall propose a candidate for election as chairperson of the Annual Shareholders’ Meeting. The nomination committee shall also submit proposals concerning the remuneration of the chairperson of the Board, the other Board members and the auditors.

The nomination committee of EQT AB shall be appointed in accordance with the principles for appointment of the nomination committee. Set forth below are the principles for appointment of the nomination committee, adopted by the Annual Shareholders’ Meeting 2022.

1. The nomination committee shall comprise one member appointed by each of the four largest shareholders, based on ownership in the Company on the last banking day of August the year before the annual shareholders’ meeting, and the Chairperson of the Board. If any shareholder renounces its right to appoint a member to the nomination committee, such right shall transfer to the shareholder who is the next largest shareholder in the Company.
2. If none of the four largest shareholders is (a) a Partner in EQT Foundation Partner Committee (“EQT Partner”) or (b) EQT Foundation, the fourth largest shareholder’s right shall instead vest in EQT Foundation. Thus, an EQT Partner or EQT Foundation shall always be allowed to appoint a member of the nomination committee. If EQT Foundation renounces such right, the right shall transfer to the fourth largest shareholder pursuant to section 1.

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3. The member appointed by the largest shareholder shall be appointed Chairperson of the nomination committee, unless the nomination committee unanimously appoints someone else. The Chairperson of the nomination committee shall not be a Board member of the Company.
4. If a shareholder (pursuant to section 1 or section 2) that has appointed a member to the nomination committee is no longer one of the shareholders who is given such right, at any point in time up to three months before the annual shareholders’ meeting:
- the member appointed by such shareholder shall resign; and
 - the shareholder who is the next largest shareholder in the Company (that has not appointed a member) or EQT Foundation (pursuant to section 2) shall have the right to appoint one member to the nomination committee.

Unless specific reasons suggest otherwise, the existing composition of the nomination committee shall, however, remain unchanged if such change in the ownership in the Company is only marginal or occurs during the three-month period prior to the annual shareholders’ meeting. If a shareholder/ EQT Foundation otherwise should have the right to appoint a member due to a material change in the ownership of the Company at any time during the three-months period prior to the annual shareholders’ meeting, such shareholder/EQT Foundation shall, in any event, have the right to take part in the work of the nomination committee and participate in its meetings.

5. If a member resigns from the nomination committee before his or her work is completed, the shareholder (pursuant to section 1 or section 2) who has appointed such member shall appoint a new member, unless section 4 is applicable.

6. A shareholder (pursuant to section 1 or section 2) who has appointed a member to the nomination committee shall have the right to dismiss such member and appoint a new member.
7. Changes to the composition of the nomination committee shall be disclosed publicly as soon as possible.
8. The nomination committee’s appointment ends when the next nomination committee has been appointed.
9. If needed, the Company shall reimburse reasonable costs which the nomination committee deems necessary in order for the nomination committee to fulfill its assignment.
10. These instructions shall apply until further notice.

The composition of the nomination committee meets the requirements concerning the independence of the nomination committee. All AGM documents related to the nomination committee will be published on EQT’s website.

Nomination committee for the AGM 2023

Members	Appointed by	% of the votes per 31 December 2022
Jacob Wallenberg (Chairperson)	Investor AB	14.7
Harry Klagsbrun	Bark Partners AB	11.6
Shireesh Vasupalli	Jean Eric Salata	9.8
Magnus Billing ¹⁾	Alecta	1.5
Conni Jonsson	Chairperson of the Board	0.1 ²⁾

¹⁾ As of 1 March 2023, Alecta appointed Magnus Billing to replace Henrik Gade Jepson as member of the Nomination Committee.

²⁾ In total, Conni Jonsson holds 47,383,981 shares representing 4.0 percent of the votes and shares, whereof 794,072 shares representing 0.1 percent of the votes and shares are held through Qarlbo Associates SA, and the remainder of the shares are held through Bark Partners AB.

AUDITOR

EQT AB’s auditor shall review EQT AB’s annual report and accounting, as well as the management of the Board and the CEO. Following each financial year, the auditor shall submit an audit report and a consolidated audit report to the Annual Shareholders’ Meeting.

Pursuant to EQT AB’s articles of association, EQT AB shall have no less than one and no more than two auditors with no more than two deputy auditors. Since 2011, EQT AB’s auditor is KPMG AB.

For details on remuneration to the auditors, see Note 8.

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The Board



CONNI JONSSON

Born 1960. Chairperson of the board since January 2012¹⁾. Founder of EQT.

Education:

Bachelor of Science with majors in Economic Analysis and Accounting & Finance from Linköping University. Studies at the Management Development Program, Harvard Business School.

Other current assignments:

Chairperson of the EQT Foundation and Board of Qarlbo AB. Board member of Bark Partners AB, Elins Lund AB, Pophouse Entertainment Group AB, Qarlbo Natural Asset Company AB, Silver Life AB, Goldonder AB and Qarlbo Energy AB.

Previous assignments:

Chairperson of the Board of EQT Partnership Association. Chairperson of the Board and Board member of EQT Partners Aktiebolag and Qarlbo Partners AB.

Shareholding in EQT AB: 47,383,981 ordinary shares (indirectly).

Independent of EQT AB and executive management: No.

Independent of major shareholders: No.



MARCUS WALLENBERG

Born 1956. Deputy Chairperson since June 2021.

Education:

Bachelor of Science, Foreign Service, Georgetown University, Washington D.C USA.

Other current assignments:

Chairperson of the Board of SEB, Saab, FAM, Patricia Industries and Wallenberg Investments. Deputy Chairperson of Investor and the Knut and Alice Wallenberg Foundation. Board member of AstraZeneca. Chair of The Royal Academy of Engineering Sciences.

Previous assignments:

Chairperson of Electrolux, International Chamber of Commerce and LKAB. President and CEO of Investor. Board member of Stora Enso and Temasek Holding.

Shareholding in EQT AB: 25,000 shares (Indirectly)

Independent of EQT AB and executive management: Yes.

Independent of major shareholders: No.



MARGO COOK

Born 1964. Board member since June 2021.

Education:

Executive MBA, Columbia Business School, Bachelor's, Finance, University of Rhode Island. Chartered Financial Analyst (CFA).

Other current assignments:

Chairperson of the Board of University of Rhode Island Board of Trustees. Independent Chairperson of MerQube. Board member of All Stars Project Inc. Independent Board member of Bridgewater Associates. Advisory Board member of TIFIN, Velocity and Legalist.

Previous assignments: President of Nuveen Advisory Services.

Shareholding in EQT AB: –

Independent of EQT AB and executive management: Yes.

Independent of major shareholders: Yes.

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¹⁾ Conni Jonsson was the sole board member of EQT AB from 13 January 2012 until 26 August 2013, when he was elected Chairperson of the board.

The Board, continued



BROOKS ENTWISTLE

Born 1967. Board member since June 2022.

Education:

Master of Business Administration, Harvard Business School, A.B., History, Dartmouth College.

Other current assignments:

Managing Director at Ripple and Senior Vice President of Global Customer Success. Board member of Aspen Institute, EmancipAction, The John Sloan Dickey Center for International Understanding at Dartmouth College and Young Life.

Previous assignments:

CEO Goldman Sachs India and Chairman Goldman Sachs SouthEast Asia. Board member of Global Synergy Acquisition Corp. and Chief Business Officer International at Uber.

Shareholding in EQT AB: –

Independent of EQT AB and executive management: Yes.

Independent of major shareholders: Yes.



JOHAN FORSELL

Born 1971. Board member since August 2015.

Education:

Master of Science in Economics and Business Administration from Stockholm School of Economics.

Other current assignments:

CEO and board member of Investor AB. Board member of Atlas Copco AB, Epiroc AB, Wärtsilä Oyj Abp, Patricia Industries, Confederation of Swedish Enterprise and Stockholm School of Economics. Member of The Royal Swedish Academy of Engineering Sciences (IVA).

Previous assignments: Board member of SAAB Aktiebolag.

Shareholding in EQT AB: 3,000 shares

Independent of EQT AB and executive management: Yes.

Independent of major shareholders: No.



NICOLA KIMM

Born 1970. Board member since June 2020.

Education:

BSc Ecology, University of Calgary; BSc Chemical Engineering, University of Alberta; MSc Chemical Engineering, University of Calgary; Doctorate Economics & Business Engineering Karlsruhe Institute of Technology, Germany.

Other current assignments:

Board member of Heidelberg Materials.

Previous assignments: Board member of Dune Topco bv (Dunlop Protective Footwear).

Shareholding in EQT AB: 7,380 shares (directly).

Independent of EQT AB and executive management: Yes.

Independent of major shareholders: Yes.

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The Board, continued



DIONY LEBOT

Born 1962. Board member since June 2020.

Education:

Masters in Finance and taxation from University Pantheon Sorbonne.

Other current assignments:

Deputy CEO of Société Générale, in charge of ESG policies, the group’s financial services (ALD & SGEF) and insurance activities of the group.

Previous assignments: –

Shareholding in EQT AB: –

Independent of EQT AB and executive management: Yes.

Independent of major shareholders: Yes.



GORDON ORR

Born 1962. Board member since October 2018.

Education:

Master in Engineering from Oxford University. MBA, Baker Scholar, Harvard Business School.

Other current assignments:

Chairperson of the Board of Westchel Ltd. Board member of China Britain Business Council, Lenovo Group Ltd, Meituan Ltd, Swire Pacific Ltd, Sondrel Ltd and Fidelity China Special Situations PLC.

Previous assignments:

Board member of BioProducts Laboratory Ltd and PCH Ltd.

Shareholding in EQT AB: 31,530 ordinary shares (directly).

Independent of EQT AB and executive management: Yes.

Independent of major shareholders: Yes.

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According to EQT AB’s articles of association, the Board members elected by the shareholders’ meeting shall be no less than three and no more than ten.

Since the Annual Shareholders’ Meeting held on 1 June 2022, the Board has consisted of eight members and no deputy members. Seven of the eight members elected at the Annual Shareholders’ Meeting 2021 were re-elected at the Annual Shareholders’ Meeting 2022, Edith Cooper declined re-election. One new Board member, Brooks Entwistle, was elected at the Annual Shareholders’ Meeting 2022.

The composition of EQT AB’s Board meets the Code’s requirements concerning independence. In the nomination committee’s work for the AGM 2023, the nomination committee will apply rule 4.1 of the Code as diversity policy in its nomination work with the aim to achieve a well-functioning composition of the Board when it comes to diversity and breadth, as regards inter alia gender, nationality, age and industry experience.

Attendance at board meetings and board remuneration in 2022

Member	Attendance record, board and Committee meetings 2022				Remuneration resolved by the annual shareholders’ meeting 2022 (EURk)				Total
	Board meetings ¹⁾	AudCo meetings	RemCo meetings	SustCo meetings	Board Fee	Audit committee	Remuneration committee	Sustainability committee	
Conni Jonsson (Chairperson)	15/15	6/6	4/4	4/4	290	20	20	20	350
Marcus Wallenberg (Deputy Chairperson)	15/15	–	2/2	–	132	–	20	–	152
Margo Cook	13/15	–	4/4	4/4	132	–	40	20	192
Edith Cooper	8/10	–	2/2	–	–	–	–	–	–
Brooks Entwistle	5/5	–	–	–	132	–	–	–	132
Johan Forssell	11/15	6/6	–	–	132	20	–	–	152
Nicola Kimm	15/15	–	–	4/4	132	–	–	40	172
Diony Lebot	14/15	6/6	–	–	132	20	–	–	152
Gordon Orr	15/15	6/6	–	–	132	40	–	–	172
Total					1,214	100	80	80	1,474

1) Per capsulam and by correspondence not included.
2) The coulmn "Total" does not include other remuneration received, please see Note 23.

Evaluation of the Board and the CEO
The Board applies written rules of procedure, which are revised annually and adopted by the inaugural Board meeting each year. On an annual basis, the Chairperson of the Board initiates an evaluation of the performance of the Board. The objective of the evaluation is to provide insight into the Board members’ view about the performance of the Board and identify measures that could make the work of the Board more effective. A secondary objective is to form an overview of the areas the Board believes should be afforded greater scope and where additional expertise might be needed within the Board. All Board members participated in the 2022 evaluation. In addition, each Board member completed a survey as part of the evaluation and the Chairperson of the Board held individual conversations with each Board member to discuss the results of the survey to gain a better understanding of the Board’s work during the year. As part of the annual evaluation process, the Chairperson reports the results to the nomination committee. The Board continuously evaluates the performance

of the CEO by monitoring the development of the business in relation to the established objectives. A formal performance review is carried out once a year.

Work of the Board in 2022
During 2022, the Board held 15 Board meetings (excluding Board meetings held per capsulam and by correspondence). The Board members are expected to attend board meetings and the attendance during 2022 is shown in the table to the left below. The previous COO and deputy CEO of EQT AB as well as the Head of Business Development, have been secretaries of Board meetings. Prior to each meeting, the Board members were provided with written information on the matters that were to be discussed. Furthermore, there have been Board meetings where the Board members have had the opportunity to discuss matters without representatives of EQT AB’s management being present. The main focus areas for the Board’s work during 2022 have been on EQT’s strategic priorities, including the sustainability agenda and future-proofing performance, while navigating through a year of uncertainty. Committee work is an important task performed by the Board. For a description of the work conducted by the committees during 2022, see the summary below.

In addition to participating in meetings of the audit committee, EQT AB’s auditor also attended a Board meeting during which Board members had the opportunity to pose questions to the auditor without representatives of EQT AB’s management being present.

Board committees
In order to increase the efficiency of its work and enable a more detailed analysis of certain issues, the Board has formed an audit committee, a remuneration committee and a sustainability committee. The members of the committees are normally appointed at the inaugural Board meeting and the committees’ duties and decision-making authorities are regulated in annually approved committee instructions. The primary objective of the committees is to provide preparatory and administrative support to the Board. The matters considered at committee meetings are recorded in minutes and reported at the following Board meeting. Representatives from EQT AB’s central functions typically participate in committee meetings.

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The audit committee consists of Gordon Orr (Chairperson), Johan Forssell, Diony Lebot and Conni Jonsson. The audit committee shall perform the tasks set out in applicable EU rules, the Swedish Companies Act and, to the extent appropriate, the Code. The audit committee shall monitor EQT's financial reporting and the efficiency of EQT's internal controls and risk management as well as keep itself informed regarding the audit of the Annual Report and EQT's accounts and the review of the semi-annual report and preparation of the quarterly statements. The audit committee shall also review and monitor the impartiality and independence of the auditor.

The remuneration committee consists of Margo Cook (Chairperson), Marcus Wallenberg and Conni Jonsson. The purpose and aim of the remuneration committee is to address remuneration matters and ensure a comprehensive and well prepared and supervised remuneration model for the EQT AB Group's employees. The remuneration committee shall prepare the Board's decisions on issues concerning principles for remuneration and other terms of employment for the executive management and monitor and evaluate the current remuneration structures and levels.

The sustainability committee consists of Nicola Kimm (Chairperson), Margo Cook and Conni Jonsson. The sustainability committee provides a platform for debate on EQT's sustainability agenda between the Board and executive management, uniquely positioning the firm to deliver positive impact and long-term performance for its clients. The committee convenes on a quarterly basis and shall act as a sounding board to the Board and provide an outside perspective and bring expert insights on EQT's strategy, ambition level, performance and difficult choices within the sustainability area.

Remuneration to the Board

Board fees, including fees to the Chairperson of the Board, are resolved by the shareholders' meeting. Detailed information about remuneration, pensions and other benefits for the Board is set out in Note 7 and on EQT's website. The Board members are not entitled to any benefits following termination of their assignments as members of the Board. To the extent a Board member conducts work for EQT, in addition to the Board work, consulting fees and other compensation for such work may be paid.

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The Executive Committee



CHRISTIAN SINDING

Born 1972. CEO and Managing Partner since January 2019. Deputy Managing Partner 2015–2019. Employed by EQT since 1998.

Education:

Bachelor of Science in Commerce with Distinction, University of Virginia.

Other current assignments:

Board member of EQT Foundation, Baggins AG and Vidsjaa AS.

Previous assignments:

Board member of Cimbria A/S, Findus AB, Flexlink AB, Gambro AB, ISS AB, Plantasjen AS, Vaasan & Vaasan Oy, VTI Technologies, XXL ASA and EQT Partnership Association.

Experience:

Joined EQT Partners from AEA Investors Inc., a leading U.S. based private equity firm. Previously, Christian was a financial analyst with Bowles Hollowell Conner & Co. Christian has worked in the Stockholm-, Munich- and Copenhagen offices of EQT Partners and opened the Oslo office in 2007. Christian was Head of Equity between 2011–2018.

Shareholding in EQT AB:

28,120,000 ordinary shares (indirectly).



LENNART BLECHER

Born 1955. Deputy Managing Partner since August 2013. Head of Real Assets Advisory Team since January 2015. Employed by EQT since 2007.

Education:

Master of Laws, Lund University. Academy of American and International Law, University of Dallas.

Other current assignments:

Board member of White Mill AG, Nordkap Holding AG, Volito Aktiebolag, Volito Fastigheter Aktiebolag and Volito Industri Aktiebolag.

Previous assignments: –

Experience:

Managing Director and Senior Banker in the investment bank of Unicredit/HypoVereinsbank, Munich. Managing Director at GE Commercial Finance, London. Various positions in the ABB Group, Zurich, such as General Counsel for the ABB Financial Services Group, President and Business Area Manager for ABB Structured Finance and ABB Equity Ventures.

Shareholding in EQT AB:

29,203,556 ordinary shares (directly and indirectly).



SUZANNE DONOHOE

Born 1970. Chief Commercial Officer and Global Head of EQT-Ext (CXO). Employed by EQT since 2023.

Education:

B.A. in Government magna cum laude from Georgetown University. M.B.A. from the Wharton School at University of Pennsylvania.

Other current assignments:

Board Member of EQT Partners Inc. Vice Chair of the Board and Member of the Executive Committee as well as Chair of the Finance Committee for Georgetown University’s Board. Suzanne also serves as a Vice Chair of Georgetown’s Wall Street Alliance which creates endowed scholarships for Georgetown University students.

Previous assignments:

Board member of Global Atlantic Financial Group, KKR Capital Markets and PAAMCO Prisma Holdings. Chairman, trustee and president of the Board of trustees of KKR Income Opportunities Fund.

Experience:

Before joining EQT, Suzanne was a Partner at KKR & Co from 2009–2022. In that capacity, she founded and led the Global Client & Partner Group for over eleven years and then served as the firm’s Global Head of Strategic Growth. Suzanne’s experience prior to KKR included an extensive career at Goldman Sachs where she served from 1992–2009. During this period, she worked in both the Investment Banking and Investment Management Divisions and worked in both New York and in London. She became a Partner in 2000. Further, Suzanne has been involved in various philanthropic work, including serving as Board Member for the New York State chapter of the Nature Conservancy and also serving on the Board of Fertile Hope, a charity which focused on delivering fertility resources to cancer patients.

Shareholding in EQT AB: –

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The Executive Committee, continued



CHRISTINA DREWS

Born 1970. COO since 2022. Employed by EQT since 2022.

Education:

MA from Cambridge University.

Other current assignments: –

Previous assignments:

COO of Helios Investment Partners LLP. Global CAO of Investment Banking Division. EMEA CFO and COO of Investment Banking Division.

Experience:

Global CAO for the Investment Banking Division (IBD), COO and CFO for IBD in EMEA. COO and on the Executive Committee of Helios Investment Partners LLP, with oversight for the firm’s strategy development and implementation.

Shareholding in EQT AB: –



WARD FITZGERALD

Born 1963. Partner and Head of EQT Exeter since April 2021.

Education:

MBA from Harvard Business School and BA in Business Administration from the University of Notre Dame.

Other current assignments:

Board member of Jefferson Hospital, The Ehlers Danlos Society, The Papal Foundation, The National Centre for Padre Pio, I AM Mercy Foundation (a/k/a I AM the Vine Foundation) and Catholic Leadership Institute (CLI). Partner and member of the management in Our Lady’s Retreat Home LLC, 1480 Eaves Spring Investment LLC, EPG Equity Holdings LLC, EPG Equity Parent LLC, Everlasting Summer Ltd, NexeterP LLC, NexeterPR LLC, NexeterS LLC and Real Estate Services International LLC.

Previous assignments:

CEO of Exeter Property Group. Board member of the Handmaids of the Sacred Heart, Fields Design and Development Committee Notre Dame Academy in Villanova, Real Estate Board for the Archdiocese of Philadelphia and the Board of Trustees for LaSalle College High School.

Experience:

Prior to Exeter, Ward began as a senior management team member with Rouse/Liberty Property Trust, a \$7B publicly traded office and industrial REIT, which he helped take public in 1994. Ward has held the position of Chief Executive Officer and Senior Managing Principal of Exeter Property Group since the founding of the firms in 2006.

Shareholding in EQT AB:

23,203,640 ordinary shares (with family).¹⁾



PER FRANZÉN

Born 1976. Head of Private Capital and Deputy Managing Partner of EQT Private Equity Advisory Team. Employed by EQT since 2007.

Education:

M.Sc in Economics and Business Administration from the Stockholm School of Economics with exchange studies at the University of St Gallen in Switzerland.

Other current assignments:

Chairperson of the Board of Browne Invest AB and Browne Invest 2 AB. Board member of Anticimex Group AB, Bark Partners AB, Independent Vetcare Limited, Lago Invest AB and Lago Holding AB.

Previous assignments:

Board member of Academedia, Duni, Securitas Direct, SSP, Automic, Evidensia, IFS and Eton.

Experience:

Per has worked in the Stockholm and Munich offices at EQT Partners and has been involved in a number of investments including IFS, Automic, SSP, AcadeMedia, Securitas Direct, IVC, Anticimex, Eton, Duni, Karo Pharma and Piab.

Shareholding in EQT AB:

27,596,291 ordinary shares (indirectly).

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¹⁾ Shareholding has changed since 31 December 2022. Updated shareholding can be found on eqtgroup.com

The Executive Committee, continued



BAHARE HAGHSHENAS

Born 1979. Global Head of Sustainable Transformation.

Education:

BS. Social Science from Mid-University in Sweden and a mini MBA from University of Chicago Booth School of Business in the UK.

Other current assignments: -

Previous assignments:

Partner at Deloitte and Monitor Deloitte Nordic.

Experience:

Before joining EQT, Bahare worked at Deloitte Consulting for 10 years, with focus on Sustainability strategy and innovation as Partner and Executive Director of Acacia, Deloitte's Sustainability Innovation Hub. She has experience in the field of strategy, innovation and sustainability and has worked within purpose led ventures for 5 years as well as working in multi-stakeholder environments such as Red Cross and humanitarian sector, both as elected president and volunteer for 15 years.

Shareholding in EQT AB:

799 class C shares.



KIM HENRIKSSON

Born 1968. CFO since October 2018.

Education:

Master of Science in Economics from Hanken School of Economics.

Other current assignments:

Board member of EQT Partners AB.

Previous assignments:

Board member of Altia Oyj.

Experience:

Kim started his career at Morgan Stanley in 1994 and left the Nordic M&A team as a Managing Director in 2008. Between 2010 and 2015 Kim held the position as CFO at Munksjö and subsequently, he was a Partner and Corporate Finance Advisor at Access Partners.

Shareholding in EQT AB:

225,000 ordinary shares (directly) and 28,004 class C shares.



RICARDO REYES

Born 1974. Global Head of Communications and External Affairs. Employed by EQT since 2022.

Education:

Bachelor of Arts from Rice University.

Other current assignments:

Board Member of Moveable Feast.

Previous assignments: -

Experience:

Ricardo Reyes brings significant experience from his roles positioning Tesla, YouTube and most recently Dyson, where he was the Chief Communications Officer. In addition to his work in Silicon Valley, Reyes started his career in Washington DC, working at the White House and on policy initiatives.

Shareholding in EQT AB: -

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¹⁾ Shareholding has changed since 31 December 2022. Updated shareholding can be found on eqtgroup.com

The Executive Committee, continued



JEAN ERIC SALATA

Born 1965. Head of BPEA EQT and Chairperson of EQT Asia. Employed by EQT since 2022.

Education:

Bachelor of Science in Finance and Economics from the Wharton School of the University of Pennsylvania.

Other current assignments:

Trustee of Salata Family Foundation. Trustee of the Carnegie Hall.

Previous assignments:

Founding Partner and CEO of BPEA.

Experience:

Jean Eric Salata was the Founding Partner and Chief Executive of BPEA. Jean has overseen all investment and divestment decisions made at BPEA, as well as its strategic direction, since he founded the Firm in 1997. Jean has previously worked as a management consultant with Bain & Company based in Hong Kong, Sydney and Boston, and has also worked as a Director of the Asian private equity investment arm of AIG.

Shareholding in EQT AB:

115,906,128 ordinary shares (indirectly).¹⁾



GUSTAV SEGERBERG

Born 1983. Head of Business Development since 2018. Employed by EQT since 2016.

Education:

M.Sc. in Economics and Business Administration from the Stockholm School of Economics.

Other current assignments: –

Previous assignments: –

Experience:

Gustav started his career at SEB in the Investment Banking team, lastly as a Vice President. At EQT, he started in the Client Relations and Capital Raising Advisory Team.

Shareholding in EQT AB:

16,300 ordinary shares and 17,904 class C shares.



ANNA WAHLSTRÖM

Born 1976. Chief People Officer since October 2017. Employed by EQT since 2013.

Education:

Master of Social Science and Human Resources with a major in Sociology from Uppsala University.

Other current assignments:

Board member of Inannut AB.

Previous assignments: –

Experience:

Before joining EQT, Anna was CEO at Propell, a recruitment agency that she founded in 2004 together with Investor and Novare. Prior to that, she worked as an HR consultant for Investor's HR firm Novare for four years. Earlier in her career Anna worked with project management and HR at StepStone.

Shareholding in EQT AB:

433,335 ordinary shares (directly).

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The CEO is appointed by and subordinated to the Board and is responsible for the operative management of EQT AB and to coordinate EQT's operations. The measures to be taken by the CEO and what measures that should be referred to the Board are set out in the CEO's instructions. The CEO shall monitor and ensure that the items to be addressed by the Board are presented to the Board in accordance with applicable legislation. At every ordinary Board meeting, the CEO shall report on the execution of resolutions previously passed by the Board as well as on more important decisions made by the CEO.

According to the instructions for the financial reporting, the CEO is responsible for the financial reporting in EQT AB and consequently must ensure that the Board receives adequate information for the Board to be able to evaluate EQT AB's financial condition continuously, including results, liquidity and credit status.

Furthermore, the CEO must continuously keep the Board informed of developments in EQT's operations, important business events, as well as environmental, social and governance issues and risks and all other events, circumstances or conditions which can be assumed to be of significance to EQT AB's shareholders.

EQT AB's executive management, the Executive Committee, consisted of eleven members as of 31 December 2022. In 2022, Caspar Callerström stepped down from his role as deputy CEO and member of the Executive Committee and moved into internal advisory roles, and it was announced that Morten Hummelose was to step down from 31 December 2022. In 2022, Christina Drews (COO), Gustav Segerberg (Head of Business Development) and Ricardo Reyes (Global Head of Communications and External Affairs) joined the Executive Committee and it was also announced that Suzanne Donohoe (Chief Commercial Officer) joined the Executive Committee as of January 2023. In addition to the CEO/ Managing Partner (Christian Sinding), the team comprises, as of 31 December 2022, the CFO (Kim Henriksson), the COO (Christina Drews), the Chief People Officer (Anna Wahlström), the Head of Private Capital and Deputy Managing Partner (Per Franzén), the Head of BPEA EQT and Chairperson of EQT Asia (Jean Eric Salata), the Head of Real Assets' Advisory Teams and Deputy Managing Partner (Lennart Blecher), the Partner and Head of EQT Exeter (Ward

Fitzgerald), the Global Head of Sustainable Transformation (Bahare Haghshenas), the Head of Business Development (Gustav Segerberg) as well as the Global Head of Communications and External Affairs (Ricardo Reyes). The Executive Committee meets on a regular basis, and the matters considered at the meetings are recorded in minutes. In 2022, the Executive Committee's work has mainly been focused on executing on EQT's strategic priorities and future-proof performance, while navigating through a year of uncertainty. The remuneration for the CEO is determined by the Board. Remuneration for other members of the executive management is determined by the CEO and approved by the remuneration committee, following which the Board is informed. The latest adopted guidelines for remuneration to executive management are described in Note 7. The remuneration report will be presented to the AGM 2023 in accordance with the Swedish Companies Act and the Remuneration Rules issued by the Swedish Corporate Governance Board and will be published on EQT's website.

CONTROL FUNCTIONS

EQT has a Global Risk and Control Function, consisting of the risk management function (including group risk and fund risk) and the global compliance function. The Risk and Control Function reports to the CFO on a day-to-day basis and to the Executive Committee and the Board on at least an annual basis. The risk management function is responsible for coordinating the internal reviews and reporting of significant risks and the effectiveness of the EQT AB Group's internal controls.

The compliance function supports the EQT AB Group's compliance with laws and regulations by implementing regulatory frameworks, monitoring compliance and training employees.

Internal Control Framework

The EQT AB Group's internal control framework is governed by the Swedish Companies Act and the Code. The internal control process is effectuated by the Board, the audit committee, the CEO, the executive management and other employees. The internal control process is intended to provide reasonable assurances that the EQT AB Group's objectives are met with respect to efficient operations, reliable reporting and compliance with applicable laws and regulations. With respect to

financial reporting, internal controls are intended to provide reasonable assurances regarding the reliability of external financial reporting as well as to ensure that external financial reporting is prepared in accordance with applicable laws and regulations, applicable accounting standards and other requirements for EQT AB as a company listed on a regulated market.

The process for the EQT AB Group's internal control is based on the Committee of Sponsoring Organizations of the Treadway Commission's guidelines on internal control (COSO). The process includes control environment, risk assessment, control activities, information as well as communication and monitoring. The control environment establishes the character and provides the discipline and structure for the other four integral components of internal control.

The Board of EQT AB evaluates the need for a separate internal audit function on a yearly basis. EQT AB has not had a separate internal audit function as the regular internal assessments of internal controls was deemed to be sufficient as an oversight function.

Control environment

The internal control environment is built upon corporate values, which ensure the organization's commitment to integrity and holding individuals accountable for their responsibilities. The Board is responsible for performing independent oversight of the development and execution of the EQT AB Group's internal control framework. The audit committee is responsible for the quality and supervision of the EQT AB Group's internal controls and risk management. A key aspect of the internal control environment is the organizational structure of the EQT AB Group, including its reporting lines, authorities and allocation of responsibilities established by the executive management. To ensure that EQT's values, ways of working and regulatory requirements are applied throughout the entire organization, the EQT AB Group has developed a number of policies, guidelines and instructions, including i.a. the Conflicts of Interest Policy, the Finance Policy, the Information Security and Data Privacy Policy, the Information and Trading Policy and the Responsible Investment & Ownership Policy with supporting documents. The process for managing these policies and

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allocating ownership and accountability is set out in the Governance Policy and the Governance Guideline. In addition to Group policies, the EQT AB Group has a Code of Ethics with mandatory principles regarding management and employee behavior.

RISK ASSESSMENT

The EQT AB Group identifies, assesses and manages risks based on the EQT AB Group’s purpose, vision, mission and goals. During the year, EQT AB Group further strengthened its risk governance by establishing the Risk and Control function through the combination of the risk management function and the compliance function. Risk assessments are conducted continuously by way of interviews and internal reports. Conclusions drawn from conducted risk assessments are presented to key representatives of the EQT AB Group and used to conduct a group wide risk analysis of key strategic, operational, legal and financial risks, including environmental, social and governance risks. The Risk Committee reviews and discusses the risk framework and risk assessments on behalf of the Executive Committee.

A summary of the EQT AB Group risk analysis is documented in a risk map and presented to the audit committee and the Board annually.

Using the EQT AB Group’s risk analysis, the audit committee determines which of the identified risks should be prioritized by the risk management function for the following year, suggests improvements and follows up on previously identified areas of improvement.

The assessment of fraud risk in relation to investment payments, crisis management procedures and risk management integration of acquired businesses have been some of the focus areas during the year. However, all risks included in the EQT Group’s risk register have also been reviewed.

Control activities

Control activities mitigate the risks identified and ensure accurate and reliable financial and sustainability reporting. Risks are mapped out for all key business processes and internal controls designed and implemented to cover these risks. On a periodic basis, the risk management function ensures that EQT’s new initiatives and processes are captured by the internal control framework.

The EQT AB Group’s risk function uses an audit & risk software to coordinate the self-assessments of internal controls, document issues, put in place remediation plans and track progress on those.

Information and communication

Within the EQT AB Group, information and communication regarding risks and internal controls contribute to ensuring that the right business decisions are made. Key policies and guidelines are communicated to employees, e.g. by ensuring that those are published and accessible through the intranet or on the shared drive. EQT recognizes that certain policies are also of interest to external stakeholders and as such publish these on EQT’s website. Internal controls awareness sessions are conducted with the persons responsible for each process, who then ensure those controls are understood and performed by relevant staff.

Monitoring

A self-assessment of the effectiveness of internal controls for each business process is performed annually and reported to the audit committee and the Board. The CFO oversees the self-assessment process, which is facilitated by the risk management function. In addition, independent reviews are conducted by the risk manager using a risk-based approach.

Auditor’s report on the corporate governance statement

To the general meeting of the shareholders in EQT AB, corporate identity number 556849-4180

ENGAGEMENT AND RESPONSIBILITY

It is the Board of directors who is responsible for the corporate governance statement for the year 2022 on pages 166–179 and that it has been prepared in accordance with the Annual Accounts Act.

THE SCOPE OF THE AUDIT

Our examination has been conducted in accordance with FAR’s auditing standard RevR 16 The auditor’s examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

OPINIONS

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2–6 the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the annual accounts and the consolidated accounts and are in accordance with the Annual Accounts Act.

Stockholm 29 March 2023

KPMG AB

Håkan Olsson Reising
Authorized Public Accountant

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Sonantic

EQT Ventures exited Sonantic, a London-based startup with an AI platform that delivers voice performances that can be edited and directed like human voices, giving the entertainment industry new ways to bring characters to life. EQT Ventures led Sonantic’s 2020 funding round before exiting when the company was acquired by Spotify.

SONANTIC

WWW.SONANTIC.IO

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The EQT AB share

Ordinary shares in EQT AB were listed on Nasdaq Stockholm on 24 September 2019 with an offering price at SEK 67.0. The total return, share price performance including reinvested dividends, for the ordinary EQT AB share in 2022 was –55%. The corresponding return since IPO was 239%.¹⁾

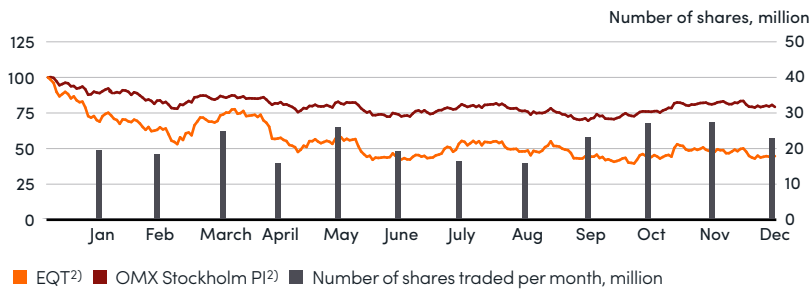
Share performance and trading

Since its listing on Nasdaq Stockholm on 24 September 2019 and up to the last day of trading on 30 December 2022, the EQT AB share (ticker: EQT) delivered a shareholder return of 239%. Nasdaq Stockholm PI exhibited a return of 34% over the same period. On the last day of trading on 30 December 2022, the share price closed at SEK 221, compared to the first trade on 3 January 2022 of SEK 493, equivalent to a share price decrease of –55%.

As of 30 December 2022 EQT AB has 1,185,028,524 ordinary shares listed on Nasdaq Stockholm. In addition to the ordinary

shares, 1,099,011 class C shares, as part of the EQT Share Program, were outstanding as of 30 December 2022. As of the year end, the total amount of shares outstanding were 1,186,127,535 shares. During 2022, 253 million EQT shares were traded on Nasdaq Stockholm, corresponding to a traded value of SEK 68.8 billion over the period. The traded volume on all venues combined amounted to 497 million shares, corresponding to a value of SEK 135.5 billion. On average, 2.0 million EQT shares were traded daily. The turnover ratio for ordinary EQT AB shares amounted to 18.8% in 2022.

Share price and trading



¹⁾ As of 30 December 2022.
²⁾ Normalized, factor 100.
Source: Bloomberg Finance L.P.

Ordinary share information and tickers

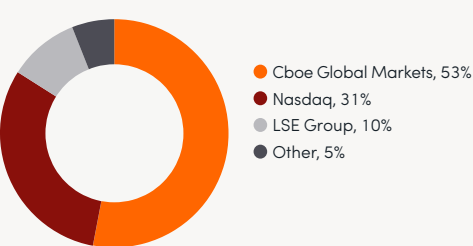
EQT	Nasdaq Stockholm
EQT SS Equity	Bloomberg
EQTAB.ST	Reuters
8700	Industry Classification Benchmark (ICB)
SE0012853455	ISIN code

Share performance

Adj. EPS, basic (SEK) ¹⁾	0.634
EPS, basic (SEK) ¹⁾	0.171
Year open (SEK)	492.7
Year close (SEK)	220.6
Year low (SEK) ²⁾	195.3
Year high (SEK) ²⁾	494.1
Beta	2.275
Annualized volatility (%)	57.4
Turnover ratio (%) ³⁾	18.8%
Average daily volume	1,965,040
Quota value (SEK)	0.10
No. of ordinary shares outstanding	1,185,028,524
Market capitalization ⁴⁾ (SEK million)	263,328

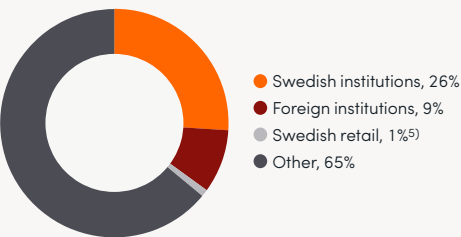
¹⁾ The adjusted metrics are alternative performance metrics for the EQT AB Group. For a full reconciliation please refer to Alternative Performance Measures (APM).
²⁾ In terms of closing price.
³⁾ Measures share liquidity by setting the turnover value in relation to average market capitalization for the period.
⁴⁾ Based on the total number of issued ordinary shares and class C shares as of 30 December 2022.

Trading per venue, 2022 (%)



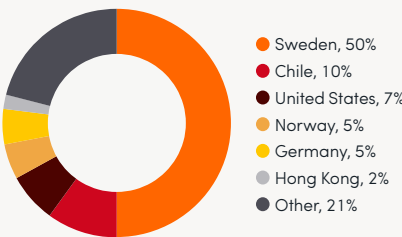
Source: Monitor

Shareholder distribution by owner type, as of 31 December 2022 (% of capital)



⁵⁾ Retail defined as shareholders owning less than 10,000 shares.

Geographical shareholder distribution, as of 31 December 2022 (% of capital)



Source: Monitor

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Top 25 largest shareholders in EQT

Shareholder	Number of ordinary shares	Number of class C shares	Share capital (%)	Votes (%)
Investor ¹⁾	174,288,016		14.6%	14.7%
Bark Partners AB ²⁾	137,003,313		11.5%	11.6%
Jean Eric Salata ³⁾	115,906,128		9.7%	9.8%
Marcus Brennecke	29,460,565		2.5%	2.5%
Lennart Blecher	29,203,556		2.4%	2.5%
Affiliated Managers Group, Inc. ⁴⁾	28,779,827		2.4%	2.4%
Christian Sinding ⁵⁾	28,120,000		2.4%	2.4%
Caspar Callerström	27,400,000		2.3%	2.3%
Fredrik Åtting	25,818,559		2.2%	2.2%
Edward Fitzgerald with family	23,203,640		1.9%	2.0%
Wallenberg Investments	22,766,801		1.9%	1.9%
Andreas Huber	22,503,034		1.9%	1.9%
Jan Ståhlberg	22,249,863		1.9%	1.9%
Morten Hummelmoose ⁶⁾	21,110,627		1.8%	1.8%
Stefan Glevén	19,777,642		1.7%	1.7%
Alecta Pensionsförsäkring	18,312,000		1.5%	1.5%
Kristiaan Nieuwenburg	15,000,000		1.3%	1.3%
Anders Misund ⁷⁾	13,888,890		1.2%	1.2%
Norges Bank	13,828,004		1.2%	1.2%
BlackRock	12,606,885		1.1%	1.1%
Paul De Rome	12,395,812		1.0%	1.0%
Capital Group	12,144,285		1.0%	1.0%
Vanguard	11,946,022		1.0%	1.0%
Swedbank Robur Fonder	11,010,266		0.9%	0.9%
Åsa Christina Riisberg	10,694,445		0.9%	0.9%
Total top 25	859,418,180		72.0%	72.5%
Others	325,610,344	8,663,490	28.0%	27.5%
Total	1,185,028,524	8,663,490	100.0%	100.0%
Shares owned by EQT		7,564,479	0.6%	0.1%

¹⁾ Investor AB holds shares indirectly
²⁾ Indirectly controlled by Conni Jonsson, Thomas Von Koch, Harry Klagsbrun and Per Franzén
³⁾ Jean Eric Salata indirectly controls the shares
⁴⁾ As of closing of the BPEA transaction
⁵⁾ Christian Sinding holds shares indirectly
⁶⁾ Morten Hummelmoose holds shares indirectly
⁷⁾ Anders Misund holds shares indirectly

Share capital development

Time	Event	Number of shares						Share capital (SEK)	
		Change in number of preference shares	Change in number of ordinary shares	Change in number of class C shares	Number of preference shares after the transaction	Number of ordinary shares after the transaction	Number of class C shares after the transaction	Change	Total
2019-09-24	New Share Issue in connection with the IPO	–	86,634,900	–	–	952,983,900	–	8,663,490.00	95,298,390
2019-11-14	Issue and Repurchase of class C shares for the EQT Share program	–	–	8,663,490	–	952,983,900	8,663,490	866,349	96,164,739
2021-04-08	Share Issue ¹⁾	–	33,296,240	–	–	986,280,140	8,663,490	3,329,624	99,494,363
2022-03-01	Share Issue ²⁾		7,548,384	–		993,828,524	8,663,490	754,838.40	100,249,201.40
2022-10-19	Share issue ³⁾		191,200,000	–		1,185,028,524	8,663,490	19,120,000	119,369,201.40

¹⁾ Paid in kind which was recorded in the company's balance sheet to SEK 6,785,107,787.20, corresponding to SEK 203.78 per share. The purpose of the share issue in kind was to ensure delivery of shares in accordance with the obligations set forth in the purchase agreements relating to the combination with Exeter Property Group.
²⁾ Paid by way of set-off of claim amounting to approximately SEK 3,489,345,219.41, corresponding to a subscription price of approximately SEK 462.26 per share. The purpose of the set-off share issue was to ensure delivery of shares in accordance with the obligations set forth in the purchase agreement relating to the combination with LSP.
³⁾ Paid in kind which was recorded in the company's balance sheet to SEK 38,450,320,000, corresponding to SEK 201.10 per share. The purpose of the share issue in kind was to ensure delivery of shares in accordance with the obligations set forth in the purchase agreement relating to the acquisition of Baring Private Equity Asia.

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Shareholding distribution

Holding	Number of ordinary shares	Number of class C shares	Capital (%)	Votes (%)
1–500	4,714,066	0	0.4	0.4
501–1,000	1,946,572	0	0.2	0.2
1,001–5,000	4,175,352	0	0.4	0.4
5,001–10,000	1,348,209	0	0.1	0.1
10,001–15,000	758,403	0	0.1	0.1
15,001–20,000	633,103	0	0.1	0.1
20,001–	1,171,452,819	8,663,490	98.9	98.9
Total	1,185,028,524	8,663,490	100.0	100.0

Source: Euroclear Sweden

Ownership structure

As of 30 December 2022, EQT AB had 62,471 shareholders according to Euroclear Sweden. At the end of 2022, approximately 26 percent of the shares were held by Swedish institutions, 9 percent by foreign institutions and 1 percent were held by Swedish retail investors. As of 30 December 2022, the 25 largest shareholders held 72.0 percent of the capital and 72.5 percent of the votes in EQT AB. On 30 December 2022, Investor AB, through Investor Investments Holding AB was the largest shareholder in EQT AB, both in terms of capital and votes.

Share capital

As of 30 December 2022, the share capital of EQT AB amounted to SEK 119,369,201.40, distributed over 1,193,692,014 shares, including the 8,663,490 class C shares issued during autumn 2019 as part of the implementation of the EQT Share Program.

Dividend policy and distribution of company funds

The dividend policy of EQT is to “generate a steadily increasing annual dividend in absolute euro-denominated terms”. The policy is adopted by the Board of EQT. The Board proposes a dividend of SEK 3.00 per share in respect of the fiscal year of 2022, payable in 2023. The dividend will be paid in two installments, SEK 1.50 in June 2023 and SEK 1.50 in December 2023. Holders of ordinary shares and class C shares are equally entitled to dividend.

The dividend will be based on the number of shares outstanding at the date the dividend will be determined.

Voting rights

Each ordinary share in EQT entitles the holder to one vote at the shareholders’ meetings and one class C share entitles the holder to one tenth vote at shareholders’ meetings. Each shareholder holds voting rights equal to the number of shares held by the shareholder in the company.

Shareholder contact:

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shareholderrelations@eqtpartners.com

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Additional fund information

EQT Ventures

Fund	Vintage	Committed capital	FAUM	Status
EQT Ventures	2016	EUR 0.5bn	EUR 0.4bn	Developing
EQT Ventures II	2019	EUR 0.6bn	EUR 0.5bn	Developing
EQT Ventures III	2022	EUR 0.9bn	EUR 1.0bn	Investing

EQT Life Sciences

Fund	Vintage	Committed capital	FAUM	Status
LSP Public	2011	EUR 0.0bn	EUR 0.0bn	Investing
LSP HEF	2012	EUR 0.1bn	EUR 0.1bn	Developing
LSP 5	2014	EUR 0.2bn	EUR 0.2bn	Developing
LSP 6	2018	EUR 0.6bn	EUR 0.6bn	Developing
LSP HEF 2	2018	EUR 0.3bn	EUR 0.3bn	Investing
LSP Dementia	2021	EUR 0.2bn	EUR 0.2bn	Investing
LSP 7	2021	EUR 1.0bn	EUR 1.0bn	Investing

EQT Growth

Fund	Vintage	Committed capital	FAUM	Status
EQT Growth	2021	EUR 2.3bn	EUR 2.2bn	Investing

EQT Public Value

Fund	Vintage	Committed capital	FAUM	Status
EQT Public Value	2018	-	EUR 0.6bn	Open-ended

EQT Private Equity

Fund	Vintage	Committed capital	FAUM	Status
EQT VII	2015	EUR 6.9bn	EUR 2.7bn	Developing
EQT VIII	2018	EUR 10.9bn	EUR 7.5bn	Developing
EQT IX	2020	EUR 15.6bn	EUR 13.9bn	Developing
EQT X	2022	EUR 15.4bn	EUR 15.4bn	Investing
EQT Mid Market	2013	EUR 1.1bn	EUR 0.2bn	Developing
EQT Mid Market Asia III	2016	EUR 0.7bn	EUR 0.5bn	Developing
EQT Mid Market Europe	2016	EUR 1.6bn	EUR 1.1bn	Developing
EQT Mid Market US	2015	EUR 0.6bn	EUR 0.0bn	Developing

EQT Future

Fund	Vintage	Committed capital	FAUM	Status
EQT Future	2021	EUR 1.7bn	EUR 1.3bn	Investing

BPEA EQT

Fund	Vintage	Committed capital	FAUM	Status
BPEA Fund V	2011	EUR 2.2bn	EUR 0.9bn	Developing
BPEA Fund VI	2014	EUR 3.6bn	EUR 2.3bn	Developing
BPEA Fund VII	2018	EUR 5.9bn	EUR 4.7bn	Developing
BPEA Fund VIII	2021	EUR 9.8bn	EUR 9.8bn	Investing
BPEA Real Estate Fund I	2013	EUR 0.3bn	EUR 0.2bn	Developing
BPEA Real Estate Fund II	2017	EUR 0.9bn	EUR 0.9bn	Developing
Hong Kong Growth Fund	2022	EUR 0.5bn	EUR 0.5bn	Investing
BPEA Mid Market Growth	2022	EUR 0.3bn	EUR 0.0bn	Investing

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EQT Infrastructure

Fund	Vintage	Committed capital	FAUM	Status
EQT Infrastructure II	2012	EUR 1.9bn	EUR 0.3bn	Developing
EQT Infrastructure III	2016	EUR 4.0bn	EUR 1.3bn	Developing
EQT Infrastructure IV	2018	EUR 9.1bn	EUR 6.8bn	Developing
EQT Infrastructure V	2020	EUR 15.7bn	EUR 10.8bn	Developing
EQT Infrastructure VI	2022	EUR 2.8bn	EUR 2.8bn	Investing

EQT Exeter

Fund	Vintage	Committed capital	FAUM	Status
Exeter Core Industrial Club Fund II, L.P.	2016	EUR 0.5bn	EUR 0.5bn	Developing
EQT Real Estate I	2016	EUR 0.4bn	EUR 0.2bn	Developing
Exeter Office Value Fund I	2018	EUR 0.1bn	EUR 0.1bn	Developing
Exeter Europe Multi-Family I S.C.Sp.	2018	EUR 0.0bn	EUR 0.0bn	Developing
Exeter Industrial Core Fund III, L.P.	2019	EUR 1.2bn	EUR 1.2bn	Developing
Exeter Europe Multi-Family II S.C.Sp.	2019	EUR 0.0bn	EUR 0.0bn	Developing
EQT Real Estate II	2019	EUR 1.1bn	EUR 1.0bn	Investing
Exeter Industrial Value Fund V, L.P.	2020	EUR 1.8bn	EUR 1.8bn	Developing
Exeter Europe Industrial Core Fund S.C.Sp.	2020	EUR 1.0bn	EUR 1.0bn	Developing
EQT Exeter Industrial Core-Plus Fund IV	2021	EUR 2.9bn	EUR 0.3bn	Investing
Exeter Office Value Fund II, L.P.	2021	EUR 0.7bn	EUR 0.7bn	Investing
Exeter Europe Logistics Value Fund IV S.C.Sp.	2021	EUR 2.2bn	EUR 2.1bn	Investing
China Fund I	2021	EUR 0.1bn	EUR 0.0bn	Investing

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Alternative performance measures (APM)

To increase the understanding of the development of the operations and the financial position of EQT AB Group, EQT presents some alternative performance measures in addition to financial measures defined by IFRS. EQT believes these measures provide a better understanding of

the trends of the financial performance and that such measures, which are not calculated in accordance with IFRS are useful information to investors combined with other measures that are calculated in accordance with IFRS. These alternative performance measures should not

be considered in isolation or as a substitute to performance measures derived in accordance with IFRS. In addition, such measures, as defined by EQT, may not be comparable to other similarly titled measures used by other companies.

Definition	Reason for use
Adjusted total revenue	
Total revenue adjusted for fair value step-up on acquired contractual right to carried interest from selected funds. For revenue adjustments related to the accounting treatment of change of entitlement to revenue from selected funds, see Note 4.	Total revenue adjusted for fair value step-up on acquired contractual right to carried interest from selected funds, implying that (i) revenue recognition from the date of the acquisition will be consistent with the valuation principles used for previously owned right to carried interest entitlements and (ii) closer correlation between recognized revenues from carried interest and investment income and expected cash to be received.
Gross segment result	
Total revenue adjusted for fair value step-up on acquired contractual rights to carried interest from selected funds less directly incurred expenses by business segment. For revenue adjustments related to the accounting treatment of change of entitlement to revenue from selected funds, see Note 4.	Gross segment result provides an overview of the direct contribution of each business segment.
Gross segment margin	
Gross segment result divided by Adjusted total revenues by business segment.	Gross segment margin provides an overview of the profitability by each business segment.
EBITDA	
EBIT excluding depreciation and amortization of property plant and equipment and intangible assets and intangible assets and amortization of acquisition related intangible assets.	EBITDA provides an overview of the profitability of the operations.
EBITDA margin, %	
EBITDA divided by Total revenue.	EBITDA margin is a useful measure for showing the profitability of the operations relative to total revenue generated by the Group during the period.

Definition	Reason for use
Adjusted EBITDA	
EBITDA adjusted for items affecting comparability and revenue adjustments. Items affecting comparability means items that are reported separately due to their character and amount. For a specification of items affecting comparability, see Note 4. For revenue adjustments related to the accounting treatment of change of entitlement to revenue from selected funds, see Note 4.	Adjusted EBITDA is a useful measure for showing profitability of the operations and increases the comparability between periods.
Adjusted EBITDA margin, %	
Adjusted EBITDA divided by Adjusted total revenue.	Adjusted EBITDA margin is a useful measure for showing the profitability of the operations and increases the comparability between periods, relative to total revenue generated by the Group during the period.
Adjusted net income	
Net income adjusted for items affecting comparability and revenue adjustments. Items affecting comparability means items that are reported separately due to their character and amount, see Note 4. Revenue adjustments related to the accounting treatment of change of entitlement to revenue from selected funds, see Note 4.	Adjusted net income is a useful measure for showing the profitability generated by the Group as this measure is adjusted for items affecting comparability between periods.
Adjusted earnings per share	
Adjusted net income in relation to average number of shares.	Adjusted earnings per share is a useful measure for showing the profitability per share generated by the Group as this measure is adjusted for items affecting comparability between periods.
Financial net cash	
Cash, cash equivalents and short-term loans receivable less interest-bearing liabilities (current and non current).	Financial net cash / (net debt) is used to assess the Group's financial position in terms of the possibility to make strategic investments, payment of dividend and fulfillment of financial commitments.

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Adjusted total revenue

EUR m	2022	2021
Total revenue	1,497.3	1,596.0
Revenue adjustments	39.2	27.2
Adjusted total revenue	1,536.5	1,623.3

Adjusted EBITDA / Adjusted net income

	2022	2021
Net income	176.2	908.7
Income taxes	86.9	-30.8
Net financial income and expenses	45.6	0.0
Operating profit (EBIT)	308.7	877.9
Amortization of acquisition related intangible assets	153.6	54.8
Depreciation and amortization	43.8	37.5
EBITDA	506.1	970.2
Revenue adjustments	39.2	27.2
Items affecting comparability	284.2	102.3
Adjusted EBITDA	829.5	1,099.7
Depreciation and amortization	-43.8	-37.5
Amortization of acquisition related intangible assets	-	-
Net financial income and expenses	-45.6	0.0
Income taxes (including tax on adjustments)	-85.8	-73.0
Adjusted net income	654.2	989.2

Adjusted earnings per share, basic

	2022	2021
Adjusted net income, EUR m	654.2	989.2
Average number of shares, basic	1,031,955,891	978,676,908
Adjusted earnings per share, basic, EUR	0.634	1.011

Adjusted earnings per share, diluted

	2022	2021
Adjusted net income, EUR m	654.2	989.2
Average number of shares, diluted	1,032,594,481	978,931,156
Adjusted earnings per share, diluted, EUR	0.634	1.010

Financial net cash / (Net debt)

EUR m	2022	2021
Cash and cash equivalents	644.9	587.9
Interest-bearing liabilities – non-current ¹⁾	-2,000.0	-500.0
Financial net cash / (Net debt)	-1,355.1	87.9

¹⁾ Nominal amount.

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Definitions

Active funds Funds currently investing or with not yet realized investments.

Committed capital The total amounts that fund investors agree to make available to a fund during a specified time period.

Commitment period / Investment period First phase of a fund lifecycle after fundraising, in which most of a fund’s committed capital is invested into portfolio companies. Management fees are normally based on committed capital during this period.

Current Gross MOIC (Multiple of Invested Capital) A fund’s Gross MOIC based on the current total value and invested capital.

Effective management fee rate Weighted average management fee rate for all EQT funds contributing to AUM in a specific period.

EQT Where used on its own, is an umbrella term and may refer interchangeably to the EQT AB Group, SEP Holdings Group and/or EQT funds, as the context requires.

EQT AB Group or the Group EQT AB and/or any one or more of its direct or indirect subsidiaries (for the avoidance of doubt excluding the EQT funds and their portfolio companies).

Exits Cost amount of realized investments (realized cost) from an EQT fund.

Expected Gross MOIC A fund’s expected Gross MOIC at termination, when a fund is fully realized, based on the estimated total value and invested capital upon realization.

FAUM Fee-generating Assets Under Management (“FAUM”) represents the total assets and commitments from fund investors based on which the EQT AB Group is entitled to receive management fees

Final close The date determined for each fund upon which admissions to the fund by investors are last accepted by the fund manager.

FTE The number of full-time equivalent personnel on EQT AB Group’s payroll.

FTE+ The number of full-time equivalent personnel and contracted personnel working for EQT AB Group.

Fund size Total committed capital for a specific fund.

Gross inflows New commitments through fundraising activities or increased investments in funds charging fees on net invested capital.

Gross fund exits Value of realized investments (realized value) from an EQT fund. Refers to signed realizations in a given period.

Gross MOIC Total value of investments divided by total invested capital.

Invested capital Committed capital that fund investors have invested in a fund.

Investment level / % Invested Measures the share of a fund’s total commitments that has been utilized. Calculated as the sum of (i) closed and/or signed investments, including announced public offers, (ii) any earn-outs and/or purchase price adjustments and (iii) less any expected syndication, as a % of a fund’s committed capital.

Investments Signed investments by an EQT fund.

Key funds Funds with commitments that represent more than 5% of total commitments in active funds, respectively, as well as EQT Infrastructure II.

Net invested capital Invested capital not yet realized (remaining cost). Management fees are generally based on net invested capital after the commitment period / investment period.

Post-commitment period / Divestment period Phase of a fund lifecycle after the commitment period, in which most of a fund’s investments are realized. Management fees are normally based on the net invested capital during the period.

Private Capital Business segment comprised of business lines EQT Ventures, EQT Life Sciences, EQT Growth, EQT Private Equity, BPEA EQT, EQT Public Value and EQT Future.

Real Assets Business segment comprised of business lines EQT Value-Add Infrastructure, EQT Active Core Infrastructure and EQT Exeter.

Realized value / (Realized cost) Value (cost) of an investment, or parts of an investment, that at the time has been realized.

Remaining value / (Remaining cost) Value (cost) of an investment, or parts of an investment, currently owned by the EQT funds.

Start date A fund’s start date is the earlier of the first investment or the date when management fees are charged from fund investors.

Step-down Step-downs in AUM generally resulting from the end of the investment period in an existing fund or when a subsequent fund starts to invest. Fees in a specific fund will normally be charged on net invested capital post step-down.

Target Gross MOIC Measure used in fundraising of an EQT fund as a fund’s target level of investment return based on Gross MOIC.

Total AUM Total Assets Under Management (“Total AUM”) represents the sum of (i) FAUM, (ii) value appreciation (depreciation) of investments in funds on which FAUM is calculated upon, (iii) fair market value of non-fee-generating co-investments as well as (iv) committed but undrawn capital from fund investors on which EQT AB Group is not currently entitled to receive management fees but that, following investment, would be fee generating.

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AGM-information

EQT AB's Annual Shareholders' Meeting 2023 will be held on Tuesday, 30 May 2023 at 14:00 CEST. The notice convening the Annual Shareholders' Meeting and the other documents will be held available on EQT's website, www.eqtgroup.com.

Financial calendar 2023

2023

20 April	Quarterly Announcement January–March 2023
30 May	Annual Shareholders' Meeting 2023
14 July	Half-year Report 2023
17 October	Quarterly Announcement July–September 2023

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