



PEAKBRIDGE PARTNERS LTD - ESG POLICY – WEBSITE SUMMARY

Over the past years, academic research has yielded significant evidence that profitability and responsibility are complimentary. As such, our investment policy and process favor sustainable companies. PeakBridge is for investors and companies who seek to align their investments and business models with values, without sacrificing performance.

Sustainable investing, or ESG investing (Environmental, Social and Governance), is about integrating non-financial factors and good governance in Peakbridge's investment process and in the business models of Peakbridge's portfolio companies to, alongside financial return, also generate positive social and environmental impact.

We believe that companies must consider all stakeholders to be better positioned to navigate and mitigate risks both on a business and macro level, as well as better at identifying and seizing opportunities that generate long-term growth and competitiveness.

This has been further compounded by the introduction of Regulation (EU) 2019/2088 (hereinafter Sustainable Finance Disclosure Regulation "SFDR").

In this respect PeakBridge's environmental, social and governance (ESG) policy is influenced by:

- United Nation's set of 17 sustainable development goals, of which we explicitly focus on 9;
- United Nations Principles for Responsible Investments (UN PRI), to which we have become signatories;
- 10 United Nations Global Compact (UNGC). These principles and its metrics (e.g. diversity and unethical business behavior) are normative and industry agnostic and are applied on all our portfolio companies in the investment and governance process; and finally,
- Peakbridge applies sector-specific criteria and metrics for our portfolio companies in the due diligence and the governance process. Peakbridge's materiality metrics builds on SASB's materiality map.

To lead by example, PeakBridge carries out ESG-related self-assessment to ensure that its own operations are compliant. With respect to the portfolio, we carry out ESG assessments as part of the screening and due diligence of target companies. Following inclusion into the portfolio, each individual portfolio company, Peakbridge, the company board, CEO and management will formulate which specific goals that company will be contributing to and measured against. Each company shall be



assessed according to the PeakBridge ESG Framework questionnaire and will be guided as to which areas to focus on.

In addition, as signatories to the UN PRI, PeakBridge shall have to fulfill its reporting obligations and present a full and faithful representation of PeakBridge's approach to responsible investing, on a yearly basis. Furthermore, PeakBridge will be required to make disclosures and fulfill any reporting obligations under SFDR.

All PeakBridge members shall undergo training relating to ESG at least once per year, whether from a third party or from another PeakBridge member. All new employees will be required to read the policy and implement it, as with all other PeakBridge policies.

Our ESG Policy is also connected to the following policies of the company:

- Investment Policy and Procedures
- Travel Policy
- Outsourcing and Delegation Policy
- Remuneration Policy
- Risk Management Policy