

# DIVERSITY, EQUITY, AND INCLUSION POLICY

## Purpose

At IG4 Capital we live diversity as a competitive element which allow us to move closer to a diverse and changing society. Diversity of thought is one of our core principles. Having employees with varied backgrounds, perspectives, skills, and experiences helps strengthen our teams and our investment decisions. We consider differences to include cultural norms, individual beliefs, sexual orientation, gender identity, socioeconomic experience, and background as well as race, gender, age and disability, among others.

It is also important to have equity and inclusion in the forefront of our thoughts. Regarding the former, at IG4, we believe that the opportunity starts with equitable access to career development programs and support. We provide our employees with training and experiences that develop their skills to maximize performance and realize their full potential. Also, we are continuing to build a culture where everybody belongs. We all must continue leading with respect and create environments where people feel they can come to work as themselves and feel welcome in order to contribute their best; that's something every one of us really wants.

IG4 Capital does not tolerate behaviour that could be perceived as bullying, discrimination, or harassment. Unwelcome behaviour is not only unacceptable in the IG4 workplace, but it may also be against the law.

## Scope

This document should be read in conjunction with IG4's Responsible Investing Policy, which describes IG4 commitment to responsible investment and its approach to addressing material ESG aspects throughout the investment cycle. This policy applies worldwide to all IG4 entities and portfolio companies and all its employees, who are expected to incorporate DE&I objectives in their approach and to continually improve their performance in this area.

## Governance

IG4 has dedicated ESG resources to support the organization and collaborates closely with the management of its portfolio companies to build businesses with a sustainable future. The IG4 ESG Committee is the owner of this HR Policy. Implementation and monitoring of the application of the policy and procedures ultimately rests with the appropriate corporate governance body of each group company subject to it.

The Policy is required to be read and understood by all IG4 team members and its implementation will be supported by senior management.

## Commitments

IG4 Capital wants to foster Diversity, Equity and Inclusion not only at the Management Company, but across all portfolio companies. Investing in diversity and inclusion is also a way to reinforce our culture of cooperation and strengthen the development of our employees, maintaining an engaged workforce and creating even more value to our business.

IG4 is committed to always seeking to implement policies and procedures that emphasize the relevance of diversity in business and in society in general.

Concrete actions:

- 1. Tone at the top:** The IG4's & portfolio companies management and director's leadership are committed to be an example to the employees, as well as promote and encourage equality and inclusion.
- 2. Ensure equity, inclusion, and non-discrimination:** Treating all people fairly and without discrimination is a human rights principle and a non-negotiable principle.
- 3. Ensuring well-being and safety:** it is essential that people feel safe, physically, and psychologically, in the work environment.
- 4. Focus on training and education:** it is the basis for healthy and collaborative improvement.
- 5. Stimulate discussions about diversity and inclusion:** providing spaces for conversations between leadership and staff is a strategic way to gather data and qualitative information about how people in the company see the diversity and inclusion topic.
- 6. Paternity leave<sup>1</sup>:** To minimize the gap and have a positive impact on female competitiveness in the workplace, a IG4 establish that parental leave will be entitled to 20 days. The total paid leave offered may vary by country but will be 20 days at a minimum. Paternity and maternity leaves also apply to adoption cases and to same-sex couples.

## Reporting

We encourage our portfolio companies and all IG4 related entities to communicate our performance regularly and transparently to all stakeholders and addressing their DE&I concerns. As such, IG4 will report its ESG metrics on its ESG annual report.

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<sup>1</sup> This concrete measure will apply only to IG4 Capital employees as every portfolio company will establish their own goals and DE&I programs according with their local legislation, context and cultural aspects while aligned with the principles set in this policy.

## Revision

This policy will be reviewed annually to implement and update regulatory, stakeholders and market demands.

Approved by	Date	Signature