



Environmental, social and governance principles

Adveq is convinced that adherence to the principles of ESG (environmental social governance) maximizes long-term value and benefits to the firm's clients, shareholders, employees, and the communities in which it operates. It believes that adherence to such principles is particularly important for long-term oriented activity such as private equity investing.

Therefore, Adveq integrates ESG principles into its management approach, as well as into the products and services it offers to clients. ESG issues are also considered when evaluating and monitoring target fund managers, the funds they manage, and the portfolio companies in which they invest. As a signatory of the UN Principles for Responsible Investing (UNPRI), Adveq benefits from a best practice framework for evaluating and improving the firm's ESG principles and measures.

> Environmental policy

Environmental policy

We encourage and embrace the efficient use of natural resources and continuously look for the best ecological solutions for Adveq's operations. We believe that economic criteria in isolation do not provide sufficient guidance for environmentally conscious decision-making that balances the interests of individuals, communities, and future generations. As natural resources and the environment often lack an appropriate pricing structure due to their nature as common goods, we support market-based mechanisms that lead to the creation of a price for the use of natural resources and that promote their efficient and responsible allocation.

> Social policy

Social policy

We treat all our employees and other stakeholders who affect and are affected by Adveq's activities fairly and without prejudice to gender, race, ethnic or national origin, socioeconomic status, age, religion, sexual orientation, or disability. We also take the necessary actions to safeguard their health, safety, and general well-being. We seek to ensure that Adveq's underlying fund managers and their portfolio companies comply with ethical standards with respect to social matters, interpreted in the context of the respective value systems of the societies in which they operate.

> Corporate governance policy

Corporate governance policy

We ensure that our business practices comply fully with all applicable laws and regulations, and we incorporate best practice governance measures into our processes. We also strive to maintain Adveq's reputation by exhibiting diligence, honesty, fairness, and openness in all of our business dealings. While embracing transparency, we recognize the need to respect commercial and personal confidentiality. We also seek to ensure that our target fund managers and their portfolio companies have appropriate frameworks and measures for corporate governance in place.

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