

Corporate Social Responsibility Policy

I. Background information and purpose of document

Rivage Investment is an independent portfolio management company authorized by the *Autorité des marchés financiers* (French Market Authority, hereinafter referred to as the "AMF") under number GP 10-000042, for the purpose of conducting collective investment (UCITS and AIFs)¹ activities and third-party portfolio management (portfolio management mandates) activities.

The purpose of the Policy is to present the company's guiding principles with respect to corporate social responsibility.

The Company has drawn up this document entitled "Corporate Social Responsibility Policy" (hereinafter referred to as the "Policy") to present the guiding principles of its actions pertaining to integration of social and environmental concerns in our business operations and interactions with our stakeholders in all matters besides issues linked to our investment policies and procedures (already covered by our Sustainability Risk policy).

Rivage Investment's Impact report details actions and targets pertaining to our ESG, Impact and CSR framework.

II. Scope of application

The Policy applies to all those who work for the Company, whether full-time or part-time, temporary, or permanent consultants.

The Company also apply where relevant the principles of the Policy in its interactions with other stakeholders such as suppliers, partners, beneficiaries or donors.

III. Roles and Responsibilities

The Executive Management team, as the body responsible for the Company's CSR Policy, defines the objectives of the Policy and validates the Policy as a whole.

The ESG & Impact Team oversees drafting and maintaining the Policy. The ESG & Impact manager is also primarily responsible for implementing the "Environmental Stewardship & Philanthropy" section of this Policy.

The responsibility of the implementation of the "Social Responsibility" section of this policy lies with the HR Manager of the Company.

The responsibility of the implementation of the "Compliance and Ethics" section lies with the Chief Compliance Officer of the Company.

¹ UCITS: Undertaking for Collective Investment in Transferable Securities; AIF: Alternative Investment Fund.

IV. Objectives

Rivage Investment recognizes the critical role that financial institutions and asset managers play in driving sustainable development. As stewards of capital, we are committed to aligning our investment strategies, corporate practices, and stakeholder relationships with the principles of environmental sustainability, social responsibility, and sound governance (ESG). Our Corporate Social Responsibility Policy reflects our commitment to promoting long-term value creation for both our clients and the broader society while managing the risks and opportunities associated with sustainability.

V. Environmental Stewardship & Philanthropy

Environmental stewardship is crucial for small and medium-sized companies because it empowers them to make a meaningful impact, setting an example for responsible business. By embracing sustainable practices, we can inspire our coworkers, build a stronger brand, and influence suppliers to adopt eco-friendly practices. Together, these efforts contribute to a healthier planet and foster a positive reputation, showing that even small actions can drive significant change.

Businesses also practice societal responsibility by donating to national and local charities. Rivage Investment contributes through its sponsorship policy to advancing the arts, education and community events, and/or provide relief to those in need, by providing support to nonprofit organization.

Drivers identified at corporate level to foster environmental stewardship & philanthropy include the following:

- Assessing our carbon footprint and implementation of actions to lower induced emissions associated with corporate activities including waste management initiatives;
- Creating policies to encourage employees to choose low-carbon transportation in their work-related commutes and business trips;
- Financing forestry projects through philanthropy which contribute positively to carbon capture
- Selection of providers fostering business practices respectful of the environment.
- Financing philanthropic activities fostering inclusion impacting local communities,

VI. Social Responsibility

Our commitments include:

a) Diversity, Equity, and Inclusion (DEI)

The Company is committed to creating an inclusive and respectful working environment, where all employees feel valued and respected. This commitment applies to all aspects of employment, including recruitment, promotion, training, and development.

This pledge is then translated into the following commitments:

- Promote a working environment where all employees are treated fairly, with respect and dignity, regardless of their background, gender, race, religion, sexual orientation, age, or any other protected characteristic.
- Implement fair and impartial recruitment practices, ensuring that job advertisements are inclusive and do not contain any discriminatory language.
- In recruitment efforts, to ensure that a diverse range of candidates are considered for open positions, including underrepresented groups.
- Provide training and development opportunities to all employees, regardless of their background, to ensure that they have the knowledge and skills they need to succeed in their roles.
- Offer equal professional development opportunities for underrepresented groups, such as women and minorities, to support their growth and development within the company.
- Provide flexible working arrangements, such as part-time work, job sharing, telecommuting, and flexible schedules for employees of all ages to support a healthy work-life balance, as the function and job description permit it.
- Actively monitor and enforce compliance with the policy, taking appropriate action if any violations are found.

For more detailed information, please read our Diversity, Equality, and Inclusion Policy, available on your website (www.rivageinvestment.com).

b) Health and Safety

Fostering mental health in a company is essential because it supports employee well-being, boosts productivity, and builds a positive, resilient workplace. When team members feel mentally supported, they're more engaged, creative, and motivated, reducing burnout and turnover. By prioritizing mental health, we create a culture where everyone can thrive and contribute their best.

At Rivage, this material issue is handled through implementation of several actions including:

- Organize teambuilding workshops and events to enhance employees' cohesion
- Adopt a hybrid work model to accommodate coworker's needs
- Make mental health professionals available for coworkers following difficult events
- Conduct regular anonymous surveys assessing adequacy of workload, quality of relationships with management and overall satisfaction of coworkers

c) Training

Encouraging coworker training is essential to empower employees to grow their skills, stay up to date with industry trends, and bring fresh ideas to the company. This commitment to learning improves job satisfaction, boosts productivity, and fosters a culture of continuous improvement. Training not only benefits individual growth but also strengthens the entire team, making the company more adaptable and competitive.

This commitment’s implementation can be broken down as follows:

- Implement third party-led training for coworkers on several issues pertaining to their scope of work
- Create and implement *ad hoc* in-house training by the ESG and Compliance teams to enhance coworkers’ knowledge on regulatory and technical issues
- Promote apprenticeships towards students to actively participate in the financing of tuition fees and foster an environment conducive to professional training based on the tutor & mentee relationship.
- Identify individual training needs as part of annual performance reviews

VII. Compliance and Ethics

Business ethics and compliance are essential pillars for building trust and ensuring long-term success. Adhering to ethical standards and regulatory guidelines helps establish credibility with clients, investors, and partners.

Emphasizing ethics and compliance not only protects the company but also supports sustainable growth and a positive market reputation through promotion of safety and fair dealing, respect toward the employees, clients and suppliers, as well as anti-bribery and anti-corruption practices.

VIII. Policy periodic review

The Policy is reviewed at least annually and as needed on an ad hoc basis.

Minor updates and corrections may be made occasionally to the Policy, as long as they do not modify its meaning or interpretation (e.g. insubstantial changes, headers and footers, revision dates, regulatory reference updates), which do not require formal validation. An annotation is added in these cases.

IX. Communication and archiving

The Policy is communicated to all employees of Rivage Investment and is also available on the Company network, in the “Internal policies” section as well as on the Company's website (<http://www.rivageinvestment.com>)

X. History of modifications

Date	Version	Description of modifications
31 October 2024	V1.0	Initial version