

Equinox AIFM S.A. ESG Policy

Version 2.0 – Approved by BoDs on 11 December 2020

Introduction

The present document (hereafter “ESG Policy”) aims to formalize Equinox AIFM S.A.’s (hereafter the “AIFM” or “Equinox”) commitment to sustainability. Equinox recognizes the importance of environmental, social and governance (ESG) issues and it is committed to fostering a responsible business that creates medium-term value for its stakeholders and minimizes its environmental and social impacts.

Equinox's commitment to sustainability issues applies to both the AIFM itself - in order to promote an ethical environment of work, a transparent management of business and an environmentally responsible behavior - and the investment process, as part of the integration of ESG factors into the investment life cycle. In particular, the development of a sustainable long-term strategy for the companies Equinox invests in (hereinafter “portfolio companies”) requires the integration of ESG aspects into all phases of its activity (pre-investment, post-investment and exit)¹.

Moreover, Equinox aims to promote a sustainable approach also embracing the United Nations Sustainable Development Goals (SDGs)² and embedding them in its growth strategies.

Equinox’s commitment has been formalised by signing the Principles for Responsible Investment (PRI - www.unipri.org) in 2019, a voluntary and aspirational set of investment principles promoted by the United Nations that offer a menu of possible actions for incorporating ESG issues into investment practice. As an evidence of its commitment, Equinox has appointed an ESG Responsible who will promote the PRI and will pursue a direct engagement with the portfolio companies, carrying on an ongoing dialogue on sustainability topics.

In addition, each portfolio company will be asked to appoint an ESG Representative and Equinox will promote networking events in order to discuss ESG issues across portfolio companies.

Below are the Equinox’s main ESG commitments.

Commitment to the environment

Equinox is committed to promoting the respect of the planet and to reducing its environmental impact by fostering an environmentally responsible behavior. In order to achieve these goals, Equinox will use its best efforts to:

- Act in compliance with local environmental laws and regulations ;
- Promote the use of renewable energy (i.e. solar energy, hydroelectric) and the implementation of energy efficiency plans;
- Promote a sustainable use of energy in order to minimize greenhouses emissions;
- Promote the manufacturing and the use of products derived from natural resources and/or easily recyclable;
- Promote a responsible use of water;
- Reduce the production of waste and promote a circular economy.

¹ For further details about Equinox’s responsible approach, please refer to the Responsible Investment Policy available at the following link: xxxx

² The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.

Commitment to people

Equinox believes that social aspects as fostering safe workplaces, contributing to the social well-being of the employees – both in terms of working conditions and skills of employees – and dialoguing with the communities in which they work are crucial in the investment activities. In this regard, Equinox will use the best efforts to:

- Promote the respect of internationally recognized human rights;
- Not accept, directly or indirectly, the use of forced labour or child labour;
- Promote the absence of discrimination in respect of employment and occupation;
- Promote equal opportunities and diversity principles;
- Promote a recruiting, developing and retaining system related to human resources able to create a positive working environment where the contribution of each employee is encouraged, recognized, respected and rewarded;
- Improve employees well-being and welfare;
- Monitor the health and safety risks related to work activities, with the aim to eliminate or minimize such risks;
- Promote the support of its employees to local communities and charities or similar organizations;
- Engage with stakeholders, in order to understand their needs and expectations.

Equinox believes that the Latin saying “*Homo faber suae quisque fortunae*” represents a principle to be promoted and an engine to foster the growth of personal and collective welfare.

For Equinox, working represents the main tool for the self-determination of the individuals, their cultural growth and the capacity to be an integral part of the community. For this reason, transparency, fairness and meritocracy are considered as inspiring principles for Equinox activities; all managers and employees are asked to promote the respect of these principles not only for what concerns its human resources (recruitment, training, development and rewards) but also for all Equinox stakeholders.

Commitment to ethical business management

Equinox understands that governance issues are crucial for an efficient management of a business. Taking this into account, Equinox will:

- Act honestly and fairly in the execution of its business, respecting all applicable laws and in compliance with the best international standards relating the private equity industry;
- Adhere to applicable regulations and cooperate with the financial supervising authorities;
- Adhere to the proper standards of transparency and accountability in order to fight against corruption and reach adequate standards of business ethics;
- Implement procedures, controls and reporting in order to better perform its activity, using systems of internal control and risk management covering ESG matters;
- Prevent the use of any information derived from its activity for personal financial gain by any employee or director;
- Identify the potential conflicts of interests arising during its activity, trying to avoid them or treating them properly in line with the agreements with stakeholders and private equity best practice.

In order to comply with its sustainability targets and pursue the above-mentioned commitments, Equinox will set up a three-year ESG Action Plan focusing on identification of targets and efforts to be

executed to achieve them. The progress on the completion of the ESG Action Plan will be monitored yearly with the support of Equinox Advisory S.A. within the framework of the investment process of Equinox AIFM; moreover, at the end of the reference period, the Board of Directors of Equinox will assess the achieved results.

The ESG Policy was first approved on 11 December 2020 by the Board of Directors of Equinox.