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SUSTAINABLE AND RESPONSIBLE INVESTMENT POLICY

YUNIT CAPITAL PARTNERS, SCR, S.A.

1. Introduction

YUNIT CAPITAL PARTNERS, SCR, S.A. (hereinafter referred to as the "Management Company") is a venture capital management company subject to Portuguese law, with its main purpose being the management of venture capital funds and the execution of venture capital investments.

With the aim of disclosing the commitments established within the scope of Environmental, Social, and Governance (ESG) criteria and its approach to the investment funds it manages, the Management Company has adopted a Sustainable and Responsible Investment Policy in the decision-making process regarding its investments and the management of its portfolio of companies (hereinafter referred to as the "Policy"). This Policy describes how ESG criteria are integrated into its investment strategy, particularly in asset selection, governance, and risk management.

The Management Company understands Responsible Investment as the integration of environmental protection, social promotion, and transparency measures in the company's governance (ESG) into investment and ownership processes due to the impact these factors can have on the economic performance of a company.

The purpose of the Management Company is to maximize its contribution to sustainable development, fostering the positive impact of its activities, while being aware that these activities may generate adverse impacts on sustainability factors. Therefore, they must be adequately managed to minimize them whenever possible, considering the goal of always acting in the best interest of investors.

2. Application Scope

The Management Company's approach to responsible and sustainable investment is inspired by the United Nations Principles for Responsible Investment (PRI), which is based on a network of investors with the goal of demonstrating a long-term commitment to responsible and sustainable investments.

The objectives include increasing investor interest in ESG issues, sharing best practices, and supporting subscribers in complying with the six PRI principles:

- Incorporating ESG issues into investment analysis and decision-making processes.
- Integrating ESG issues into asset management practices and policies.
- Promoting transparent disclosure of ESG issues by entities in which the Management Company invests.
- Promoting the acceptance and application of the Principles in the asset management sector.
- Collaborating to improve the effectiveness of implementing the Principles.
- Reporting on the Management Company's activities and progress in implementing the Principles.

The Management Company understands that the sustainability theme assumes a strategic nature in the development of its activities, and the content of this Policy is a consequence of the fiduciary duties it assumes, according to the law, towards its investors.

This strategic orientation allows for the identification of risks related to investments to be made, as well as opportunities for long-term investment and value creation for investors and participants. The Management Company acknowledges that weighing sustainable investment criteria is aligned with its values and mission, particularly in the aspects of Environmental and Social Sustainability and Governance.

This Policy specifies the main axes of ESG action within the scope of the Management Company's activities and covers all venture capital funds managed by the Management Company, affiliates, and potential investments.

3. General Principles

a) **Commitment:** The Management Company understands that sustainable investment criteria involve a commitment and assumes its content and scope publicly.

b) **Adaptability:** The Management Company pays attention to ESG issues based on their characteristics. However, considering that the regulatory framework regarding ESG is not complete and that the companies in which it invests face various challenges and opportunities, the analysis and application of ESG measures are carried out gradually and within the technical and

financial possibilities of each company, following an evolutionary logic defined by this Policy.

c) **Proportionality:** The Management Company weighs and takes into account sustainability risks, considering the nature, scale, and complexity of its activities.

d) **Truth and Integrity:** The Management Company recognizes that ESG-related information to be disclosed must be true, clear, and objective.

e) **Timeliness and Coherence:** The Management Company commits to keeping the information regarding this Policy and its compliance up to date.

4. Impact on Investment Policy

The Management Company systematically integrates ESG management into all stages of the investment process, including the responsible investment approach in the following stages:

a) **Pre-investment phase:** The Management Company:

- Conducts an ESG analysis to avoid controversial sectors and those with a high reputational or ESG risk.
- Conducts a due diligence process (with internal analysis and, when necessary, with the support of external consultants).
- Integrates ESG principles into acquisition offers and shareholder agreements.

b) **During the investment phase:** The Management Company:

- Promotes the appointment of an ESG Officer in each invested company.
- Supports invested companies in the analysis of ESG risks and opportunities.
- Supports invested companies in the design and implementation of ESG initiatives.
- Provides information and training to invested companies for effective management of non-financial impacts.
- Monitors progress in ESG performance.
- Reports to investors on ongoing activities and their respective impacts, as well as the annual performance of the portfolio and each invested company.

c) **In the divestment phase:** The Management Company:

- Provides an ESG due diligence report to potential buyers.

ESG objectives to which the Management Company gives priority attention in the execution of investment decisions include:

a) In the field of environmental sustainability:

- Mitigation of climate change.
- Adaptation to climate change.
- Prevention and control of pollution.
- Sustainable use and protection of water and marine resources.
- Transition to a circular economy.
- Protection and restoration of biodiversity and ecosystems.

b) In the field of social sustainability:

- Prohibition of discrimination based on gender, human rights, labor standards in the supply chain, child labor, slavery.
- Freedom of association and expression.
- Human capital management and labor relations.
- Diversity.
- Relations with local communities.
- Health and access to medicines.
- Consumer protection.
- Combating inequalities or promoting social cohesion, social integration, and labor relations, or investment in human or economically or socially disadvantaged communities.

c) In the field of governance of issuers of assets under investment:

- Shareholders' rights.
- Remuneration structure.
- Composition of the management body.
- Independence of members and effectiveness of the supervisory body.
- Compliance with tax obligations.

5. Impact on Governance in General

a) **Approval by the Board of Directors:** The authority to approve and review this Policy lies with the Board of Directors. Thus, the Management Company ensures the full integration of this Policy into the governance system.

b) Integration of sustainability risks into the investment decision-making process: The Management Company seeks to accommodate sustainability risks in the investment decision-making matrix.

c) Due diligence regarding the negative impacts of sustainability-related investment decisions: The Management Company employs professional due diligence to assess the risks arising from sustainability-related investment decisions. For this purpose, whenever necessary, the Management Company resorts to external sources of information related to ESG assessments of the issuers of financial instruments in which it invests.

d) Appointment of ESG Officer: The Board of Directors appoints an ESG Officer, with advisory functions in the Management Company's ESG scope. The ESG Officer supports the Board of Directors in the following tasks:

- Implementation of the Management Company's ESG strategy.
- Monitoring compliance with this Policy.
- Definition of specific procedures in the implementation of this Policy.
- Monitoring the implications of the Management Company's ESG activities.
- Collection and transmission of ESG-related information.
- Dissemination of best practices and promotion of an internal culture aligned with ESG criteria. This function can be combined with others performed in the Management Company.

6. Impact on Risk Management

a) Integration of ESG risks into the risk matrix: The Management Company acknowledges that management activities are impacted by environmental, social, or governance risks that affect the investments made. Therefore, in defining, approving, and implementing policies, procedures, and mechanisms for managing risks related to its activities, the Management Company duly considers the possible events or conditions of an environmental, social, or governance nature whose occurrence may significantly impact the value of the financial assets that at any given time make up its portfolio. The integration of sustainability risks has implications for the implementation of the investment policy throughout the investment cycle: in investment decisions, asset valuation, and divestment decisions.

b) Identification, assessment, and management of sustainability risks: Based on available information, the Management Company identifies, assesses, and manages sustainability risks in the short, medium, and long term related to any event or condition of an environmental, social, or governance

nature impacting the investments made. The functions of identifying, assessing, and managing risks are fulfilled within the framework of the Management Company's organizational system. Internal and external reports on the Management Company's risk management include an analysis of risks related to any event or condition of an environmental, social, or governance nature impacting the investments made.

7. ESG Implementation and Governance Model:

To implement the Policy, and whenever necessary, the Management Company undertakes to:

- Provide information and training for effective management of non-financial impacts on companies;
- Support the affiliates of the funds it manages in the analysis of ESG risks and opportunities;
- Define priority lines of action based on the analysis of ESG risks and opportunities and collaborate in the design and implementation of initiatives for this purpose;
- Monitor the evolution of ESG performance, particularly within the defined lines of action;
- Report to the stakeholders of the Management Company on ongoing activities and their respective impacts.

The Directors of the Management Company take on the supervision and direct responsibility for policy execution.

Each member of the investment team of the Management Company is responsible for the correct and rigorous implementation of the Policy.

An ESG Officer will be appointed, responsible for the daily ESG management and monitoring compliance with the Responsible Investment Policy by the investment team and the affiliates.

The Management Company commits to keeping this Policy updated.