

SENTICAN RESPONSIBLE INVESTMENT POLICY

The investors in Sentica's funds are typically institutional investors, such as pension insurance companies, funds of funds, and public sector investors from Finland and other European countries. Our mission is to develop the companies in which our funds invest and to generate long-term returns for our investors through sustainable value creation. This requires a consistent and long-term approach in which companies' financial growth is built on a sustainable foundation and the key expectations of relevant stakeholders are duly taken into account.

Alongside financial objectives, we consider environmental, personnel, social, and governance factors (ESG) in our investment activities. The most material responsibility topics of portfolio companies are integrated into their strategy, operational processes, and risk management. This Responsible Investment Policy sets out the principles and operating practices through which we guide and further develop this work.

Sentica's responsible investment approach is based on applicable Finnish legislation, EU regulation – including the Sustainable Finance Disclosure Regulation (SFDR) and the Act on Alternative Investment Fund Managers (162/2014) – as well as internationally recognised corporate responsibility standards. We adhere to the United Nations Principles for Responsible Investment (UN PRI), the core principles of the UN Global Compact, and the OECD Guidelines for Multinational Enterprises. Our operations are further guided by industry standards, such as Invest Europe reporting guidelines and the International Private Equity and Venture Capital Valuation (IPEV) Guidelines. Sentica is a member of the Finnish Venture Capital Association and follows its ethical principles and recommendations.

SENTICA'S CORPORATE RESPONSIBILITY PRINCIPLES

A company's financial success provides a solid foundation for responsible business conduct, and responsible business practices in turn support long-term financial performance. We comply with all applicable laws and regulatory requirements in our operations. The corporate responsibility of Sentica and its portfolio companies is guided by the following management principles:

Environment

- We strive to reduce the environmental impacts of our own operations and those of our portfolio companies.
- We support the mitigation of climate change and the objectives of the Paris Agreement and aim to act in line with these objectives by reducing greenhouse gas intensity.
- We promote energy and material efficiency and resource-efficient solutions, with the objective of optimising resource use and reducing waste.
- We actively seek ways to minimise environmental burdens and ensure that operations do not cause harm to human health or environmental degradation.

Society

- We operate as a responsible and transparent participant in society.

- We promote safe and healthy working conditions and support employees' work ability and well-being.
- We invest in high-quality customer experience and the continuous improvement of customer satisfaction, as this forms the basis for sustainable business.
- We monitor our supply chains and seek to ensure compliance with international human rights standards and labour principles. Suppliers and subcontractors are expected to adhere to ethical guidelines and, where necessary, a separate Supplier Code of Conduct.
- We promote diversity, balanced gender representation, and a non-discriminatory work environment. Our objective is that both genders are represented at a level of 30–70% in management teams and boards of directors. We also foster constructive relationships with broader societal stakeholders.

Governance

- Good governance forms the foundation of responsible business. Sentica's ESG management is based on clear principles, including corporate responsibility policies, ethical guidelines, sound governance practices, and transparent reporting.
- We do not tolerate bribery or corruption and comply with criminal law provisions prohibiting bribery in all business situations.
- We promote fair competition and do not participate in practices that distort competition.
- We act to prevent money laundering and the financing of terrorism and only accept funds whose lawful origin can be verified.
- We respect confidentiality and maintain a high standard of information security and data protection.
- Compliance with insider regulations and safeguarding the integrity and reliability of markets are an integral part of our operations.

PRINCIPLES OF RESPONSIBLE INVESTING

Sentica's responsible investment principles are based on the United Nations Principles for Responsible Investment, which we apply throughout our investment process and ownership model.

1. Integration of responsibility into the investment process

Sustainability factors are assessed at every stage of the investment process. ESG risks and opportunities are identified on an industry- and company-specific basis, with the analysis focusing on those topics that have the greatest impact on a company's risk profile and long-term performance.

During the due diligence phase, the target company's material ESG aspects are assessed. Where appropriate, external experts may be engaged, for example, to evaluate environmental liabilities, occupational safety, or data protection matters.

ESG topics are addressed as a dedicated section in the investment memorandum. This section includes an assessment of the target company's current state, its most significant risks and opportunities, and potential areas for development and related actions. Where feasible,

development measures and indicators are defined at this stage to enable the monitoring of progress.

2. Active and value-supporting ownership

Sentica acts as an active owner, and ESG topics are integrated into the management, strategy, and governance model of portfolio companies. We recommend that each portfolio company adopts a corporate responsibility policy, together with related objectives, metrics, and monitoring practices. We also encourage the adoption of a values-based Code of Conduct and, where relevant, principles supporting responsible supply chain management.

ESG topics are addressed in portfolio company boards at least annually, and management reports material responsibility-related events as part of quarterly reporting. The partner responsible for the investment oversees the progress of ESG work during the ownership period, supported by the operational team in monitoring and reporting.

3. Responsibility reporting at Sentica and in portfolio companies

Portfolio companies report material corporate responsibility matters to their boards of directors, and Sentica includes an overview of each investment's key ESG risks, opportunities, and development actions in the quarterly reports provided to investors.

Sentica follows Invest Europe reporting guidelines and the IPEV valuation guidelines in its reporting. Transparency and consistent reporting are central elements of responsible ownership.

4. Sector exclusions

We do not invest in sectors that are not aligned with our responsible investment principles. Excluded sectors include adult entertainment, the tobacco industry, and companies with a confirmed link to controversial weapons.