

Sustainability-Related Disclosures

Date of publication/update: May 2025

Product name: EVERITA Fund I Coöperatief U.A. (the “**Fund**”).

Legal entity identifier: The Fund is registered with the Dutch Chamber of Commerce under the number 95833366, the establishment number 000061214574.

EVERITA Investments B.V. (the “Firm”) discloses relevant information relating to the Fund in accordance with Article 10 of Regulation (EU) 2019/2088 (the Sustainable Finance Disclosure Regulation or SFDR) as follows:

1. Summary

The Fund is managed by the Firm and, in line with Article 8 of the SFDR, is designed to primarily to promote social characteristics. It provides growth capital mainly to small and medium-sized enterprises (SMEs) in Central European, with strong focus on companies led or (co-) owned by gender diverse teams, requiring at least 25% female representation in leadership roles at the time of the initial investment. The Fund also actively aims to improve gender diversity in the leadership roles of its portfolio companies. Beyond the promotion of social characteristics, the Fund will aim to invest at least equal to 10% of its aggregate invested amounts in portfolio companies contributing to climate action and environmental sustainability in accordance with the latest CA&ES criteria published by the European Investment Fund (EIF).

Sound governance standards are fundamental to the Fund’s investment strategy and central to its management approach. Portfolio companies are required to adhere to robust corporate governance practices that support their long-term objectives.

The Fund integrates sustainability considerations and assesses material adverse impacts throughout the investment cycle. This is achieved through a combination of exclusion policies, ESG risk assessments embedded in the investment process, and active engagement with portfolio companies.

Initial screening filters out potential investment opportunities that do not align with the investment strategy, based on the nature and/or size of the risk and the mitigation potential. Also, the depth of consequent (sustainability) due diligence is determined by the company’s sustainability risk profile and potential impact. Any investment-specific conditions identified during due diligence are reflected in the shareholder (investment) agreement.

During the post-investment phase, material adverse impacts are regularly monitored. As part of the shareholders’ agreements, all portfolio companies are required to report regularly on their sustainability performance, ensuring transparency and accountability for their progress. A systemic process for data collecting, maintaining and tracking is established for each portfolio company. The monitoring and reporting process is set up to take place at least quarterly, allowing for ongoing identification of any risks and their mitigation.

The Fund’s engagement approach with portfolio companies follows a structured process designed to influence positive change and drive sustainable value creation, while supporting the Fund’s investment aims and aligning with its core values, ambitions and commitments. A clear escalation path related to sustainability controversies in portfolio companies is followed if initial engagement proves insufficient: (i) management discussions, (ii) board-level engagement, (iii) exercise of shareholder rights, (iv) premature divestment.

Methodologies for measuring the fulfilment of the promoted environmental or social characteristics are limited to some degree by the verification process, as information collected from portfolio companies is only verified if and to the extent misrepresentations are suspected. The investments underlying this financial product do not consider the EU criteria for environmentally sustainable economic activities and the Fund does not have sustainable investments as its objective, nor commits to investments aligned with the EU Taxonomy. No reference benchmark has been designated for the purpose of attaining the environmental or social characteristics promoted.

2. No sustainable investment objective

The Fund promotes environmental or social characteristics, but does not have as its objective sustainable investment.

3. Environmental or social characteristics of the financial product

The Fund focuses primarily on social characteristics promoting gender diversity in leadership roles in Central European SMEs. The Fund intends to invest mostly (around 70% of its total commitments) in portfolio companies managed or (co-) owned by gender diverse teams with a minimum of 25% female participation in leadership roles at the time of the initial investment, and aims to further improve gender diversity in the leadership roles of portfolio companies. However, the fund will also aim to invest at least equal to 10% of its aggregate invested amounts in portfolio companies contributing to climate action and environmental sustainability in accordance with the latest CA&ES criteria published by the EIF.

4. Investment strategy

The Fund seeks investments where long-term capital appreciation is expected, primarily in established companies. It invests only into companies which are active (have their main activities) in the territory of the Member States of the European Union at the time of the Fund's initial investment. The Fund's primary focus is investing growth capital into Central European small and medium-sized enterprises (SMEs).

The Fund seeks to predominantly acquire significant minority or majority stake of portfolio company voting securities for which there is no public market, or, if a public market exists, which have limited marketability. By way of general principle, it seeks to take board seats in portfolio companies to actively and constructively shape, influence and direct their management policies (among others) to promote gender diversity in leadership roles. In pursuing this strategy, the Fund relies on a combination of exclusion policies, ESG risk assessment integration into the investment process, and engagement with portfolio companies.

The initial screening filters out potential investment opportunities that do not align with the investment strategy based on the nature and/or size of the risk and the mitigation potential. The Fund strictly adheres to domestic and international laws, treaties, bans, and applicable embargoes when defining its investment universe. Beyond the legal requirements, sectoral and normative exclusions are applied, avoiding investments in industries such as tobacco, pornography, coal exposure and businesses with human rights violations. The full list of exclusions is aligned with those of the EIF.

Sound governance standards are fundamental to the Fund's investment strategy and central to its management. The Fund assesses portfolio companies' ability to ensure good corporate governance practices that guarantee meeting their long-term objectives. At a minimum, portfolio companies should demonstrate:

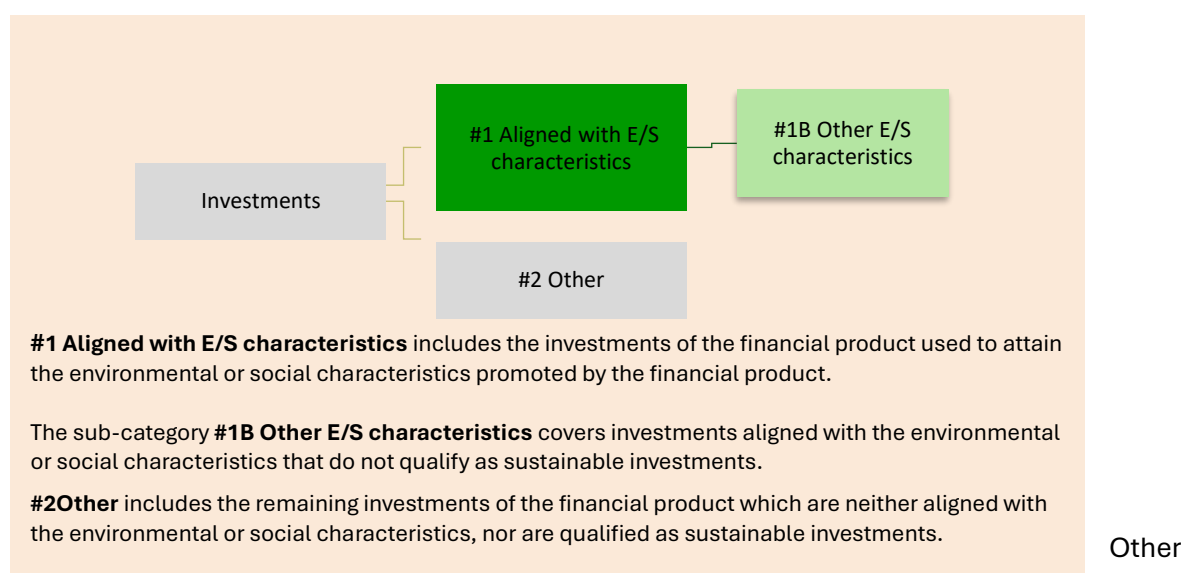
- Sound and robust management structures that foster accountability and strategic clarity.

- Fair employment practices that prioritise diversity, equity, inclusion, employee well-being and fair remuneration.
- Ethical business conduct, including anti-corruption and anti-bribery measures and conflict of interest management, and strict compliance with tax regulations.

The assessment of the above serves as a basis for further discussions and improvement plans. Information on the sustainability risk assessment integration into the investment process and engagement with portfolio companies is provided in the 'Due diligence' and 'Engagement policies' sections below.

5. Proportion of investments

Once the Fund is fully invested, it is expected that the majority of portfolio companies, approximately 70% of total commitments, will be managed or (co-)owned by gender diverse teams with a minimum of 25% female representation in leadership roles at the time of initial investment. Additionally, the Fund will aim to invest at least equal to 10% of its aggregate invested amounts in portfolio companies contributing to climate action and environmental sustainability in accordance with the latest CA&ES criteria published by the EIF.

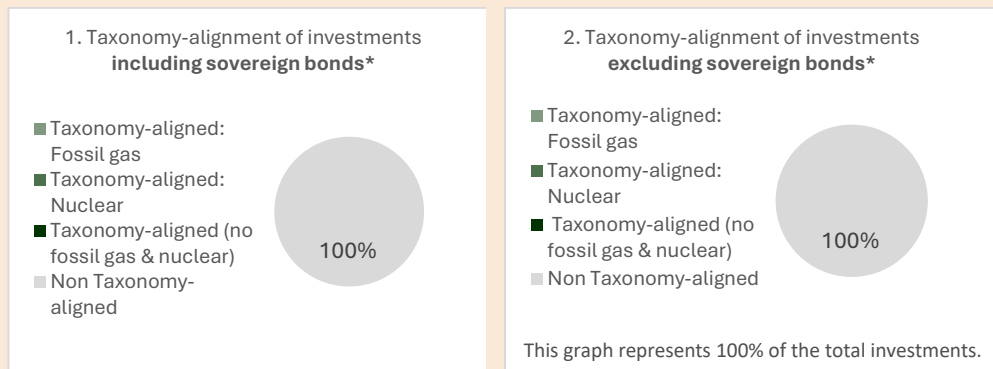


investments of the Fund include remaining (up to 30%) investments without a primary or specific focus on promoting environmental or social characteristics. However, the Fund still seeks to reflect in these investments the principles and values relating to responsible business conduct (including environmental aspects) and business and human rights stemming from the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights as minimum environmental and social safeguards.

The Fund does not commit to any sustainable investments or investments that qualify as environmentally sustainable under the EU Taxonomy. Nor does it commit to invest in transitional and enabling activities.

The two graphs below show in green the minimum percentage of investments that are aligned with the EU Taxonomy. As there is no appropriate methodology to determine the Taxonomy-alignment of sovereign bonds, the first graph shows the Taxonomy alignment in relation to all the investments of the financial product including sovereign bonds,*

while the second graph shows the Taxonomy alignment only in relation to the investments of the financial product other than sovereign bonds.



* For the purpose of these graphs, 'sovereign bonds' consist of all sovereign exposures.

The Fund will only have direct exposures to portfolio companies and will not make any indirect investments in portfolio companies through other funds or derivatives.

6. Monitoring of environmental or social characteristics

The attainment of the social characteristics promoted by the Fund is primarily measured and monitored throughout the Fund's lifecycle using the following indicators:

- a percentage of female representation in the positions of CEO, CFO, COO, CMO, CSO and CHRO;
- a percentage of female representation at board seat level; and
- essential policies in place aligned with the Firm's Diversity, Equity and Inclusion strategy.

In case of investments with environmental characteristics, the attainment is measured, for example, by any of these indicators:

- waste produced and/or material recycled;
- energy consumption;
- water consumption and/or use;
- carbon footprint/GHG emissions.

Based on the outcomes of the due diligence process (see 'Due diligence' section below), a systemic process for data collecting, maintaining and tracking is established for each portfolio company. As part of the shareholders' agreements, all portfolio companies are required to report regularly on their sustainability performance, providing transparency and accountability for their progress. This mandates adherence to sustainability indicators, ensuring that portfolio companies contribute positively to the Fund's sustainability agenda. The monitoring and reporting process is set up to take place at least quarterly, allowing for ongoing identification of any risks and their mitigation. The Firm is responsible for monitoring and tracking progress of sustainability indicators across portfolio companies. This framework ensures that all necessary data is collected, tracked and assessed in a manner that is both consistent and actionable. A Sustainability Board serves as the Fund's control mechanism to ensure impartiality and oversight in ESG matters. Comprising three members, including one external sustainability expert, the board meets biannually to review data quality, methodologies, and alignment with

industry standards. It provides independent recommendations to the Firm to support continuous improvement, achievement of the goals, and regulatory compliance.

7. Methodologies for environmental or social characteristics

To assess progress toward the social characteristics promoted by the Fund, the Firm will evaluate portfolio companies based on the key social sustainability indicators previously described, including female representation and the presence of relevant policies, as well as other potential key performance indicators. Where appropriate, this assessment may also include environmental sustainability indicators to provide a more comprehensive view of overall ESG performance.

The Firm collects these data through an ESG questionnaire consulted with portfolio companies quarterly and conducts further checks in order to identify potential issues with such progress. The methodology and sustainability indicators are reviewed at least annually and may be adjusted in response to relevant developments, such as regulatory changes.

8. Data sources and processing

In order to attain the environmental or social characteristics promoted, the Fund determines most of the material data during the due diligence as well as the possibility to collect and report it of prospective investment opportunities and collects and monitors them during the ownership phase directly from portfolio company management. Therefore, the key social sustainability indicators (as described above, i.e. female representation and policies in place) are derived from routinely collected management information, minimising the need for data estimation. A more in-depth review or verification of collected information is conducted only in the event of (albeit unlikely) suspected misrepresentation.

The Firm oversees the collection, storage, and overall management of sustainability data. Access to data records is restricted to the Firm's investment team. Given the anticipated size of the Fund and its portfolio companies, all processes are managed in-house using standard software tools, without reliance on external providers. However, this does not preclude the possibility that a more complex data management tool, specialist software and/or platform, may be considered in the future.

9. Limitations to methodologies and data

As a general principle, the Fund aims to secure board representation in its portfolio companies, enabling it to actively and constructively shape, influence, and guide their management policies. As a result, no or minimum limitations on access to relevant portfolio companies' data are perceived.

The key social sustainability indicators (as described above, i.e. female representation and policies in place) are derived from routinely collected management information, minimising the need for data estimation. Consequently, no data estimation is needed in relation to them. In contrast, environmental data, such as emissions figures, are often less readily available, particularly at the SME level. This can lead to natural limitations in both data availability and quality.

To manage these potential challenges, the Fund conducts a more in-depth review or verification of collected information is conducted only in the event of (albeit unlikely) suspected misrepresentation. As the Fund seeks to create long-term partnerships through its investments, establishing and maintaining a relationship of trust with portfolio companies is a priority. This approach ensures transparency, facilitates compliance with the Fund's promoted environmental or social characteristics, and reinforces accountability.

Finally, the Fund remains flexible and open to incorporating new sustainability frameworks. Its methodology is reviewed at least annually and can be adjusted as needed in response to regulatory developments or industry best practices, thereby mitigating any potential discrepancies. This process is supported by the Sustainability board, which meets biannually and includes an external subject matter expert.

10. Due diligence

The due diligence process involves a detailed sustainability review, assessing prospective investments based on sustainability factors such as risks, controversies, ability to collect and report non-financial data, and potential contributions to Gender Equality (SDG 5) and/or other targeted SDGs: Quality Education (SDG 4), Decent Work and Economic Growth (SDG 8), Responsible Production and Consumption (SDG 12), and Climate Action (SDG 13). The depth of sustainability due diligence is determined by the company's sustainability risk profile and potential impact. The process follows an assessment of whether prospective investments align with the Fund's sustainability targets and policies by filling in a detailed ESG due diligence questionnaire.

The findings from the sustainability due diligence process are systematically documented recommendations submitted to the investment committee, which is responsible for the final investment decision. Any investment-specific conditions identified during the sustainability due diligence process must be reflected in the shareholders' agreement.

As stated above, an in-depth review or verification of collected information may be conducted only in the event of suspected misrepresentation.

11. Engagement policies

The Fund's engagement approach with portfolio companies follows a structured process designed to influence positive change and drive sustainable value creation, while supporting the Fund's investment objectives and aligning with its core values, ambitions and commitments.

The identification of possibly material sustainability issues through comprehensive data analysis and stakeholder input informs the risk-based prioritisation of engagement targets and topics. For each engagement, specific objectives and timelines are developed, documenting expected outcomes to ensure clear direction and accountability.

As the primary method, ESG questionnaires are sent to portfolio companies on quarterly basis, followed by direct dialogue with their management, supported by formal communications where necessary. All engagement activities and their outcomes are monitored and documented, and progress is measured against targets and commitments. If initial engagement proves insufficient, a clear escalation path in portfolio companies is followed for sustainability controversies: (i) management discussions, (ii) board-level engagement, (iii) exercise of shareholder rights. In the event of serious controversies materially impacting an owned or financed asset, the investment committee may decide to divest the portfolio company prematurely.

12. Designated reference benchmark

No index has been designated as a reference benchmark for the purpose of attaining the environmental or social characteristics promoted by the Fund.