

Version 2025-12



# Responsible Investment Policy **Procuritas.**



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# Purpose and Commitment

**THIS POLICY APPLIES** to all Procuritas funds, management entities, and other affiliated entities within the Procuritas fund structure. It is designed for our investment model as a private equity buy-out firm, ensuring the integration of our mission, vision, and sustainability strategy into investment activities. The policy describes Procuritas' responsible investment method from the pre-investment phase, through ownership, and to the exit phase. It ensures that sustainability considerations are systematically addressed throughout the entire investment process.

Procuritas is a signatory of the United Nations Principles for Responsible Investment (UNPRI).





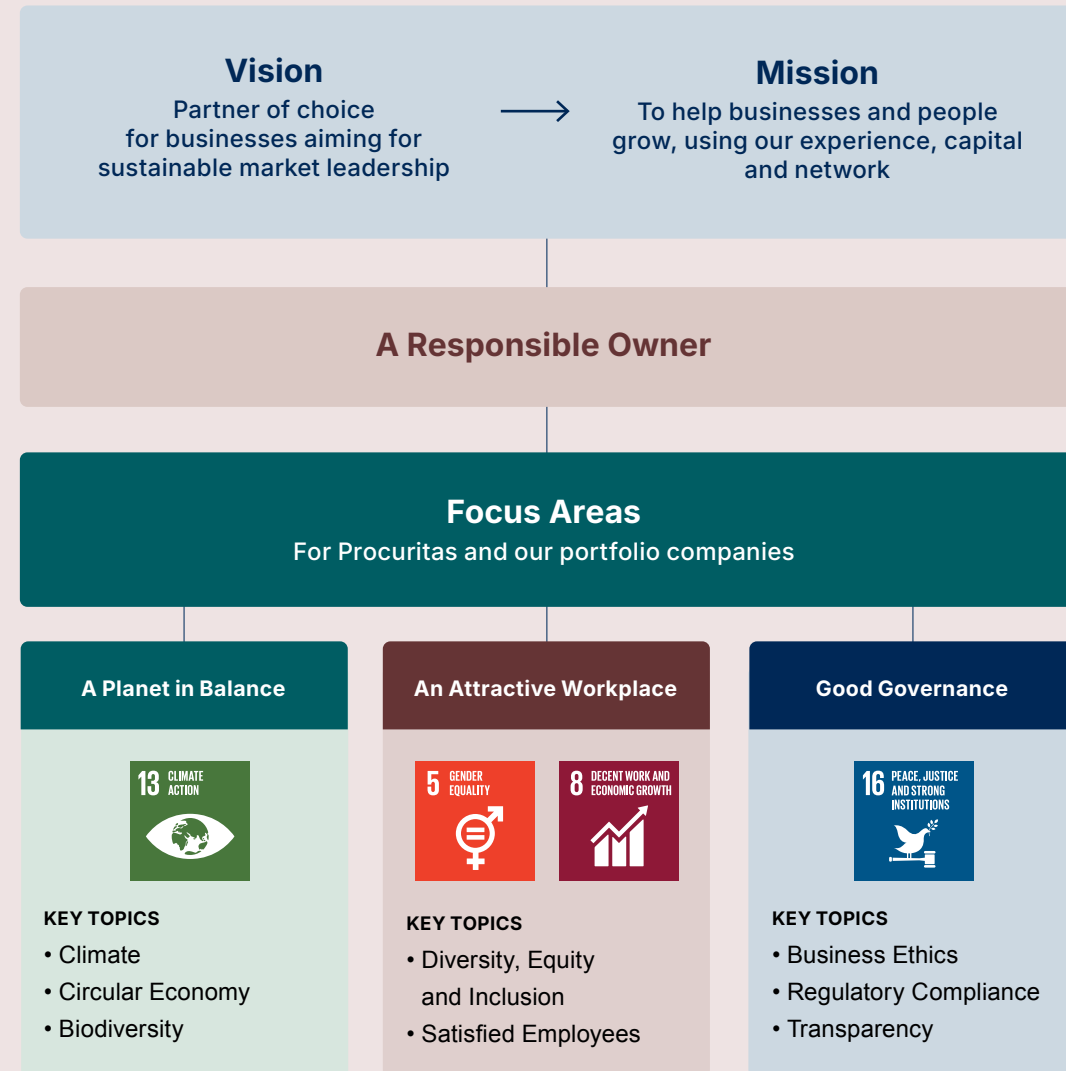
## Procuritas Sustainability Strategy

Our sustainability strategy is built on our identified material sustainability-related impacts, risks, and opportunities, which we have structured into three key focus areas: A Planet in Balance, An Attractive Workplace, and Good Governance. Together with our vision, to be the partner of choice for businesses aiming for sustainable market leadership, and mission, to help businesses and people grow, using our experience, capital and network, these focus areas serve as the foundation of our sustainability strategy and agenda.

## Why Sustainability Matters

Integrating sustainability considerations into our investment approach is an essential part of fulfilling our fiduciary duty to act in the best interests of our investors. A responsible investment approach mitigates risks, identifies new business opportunities, and strengthens the competitiveness and value of portfolio companies. These measures support long-term value creation and the highest possible returns for investors, while also contributing positively to society and the environment at large.

## Focus Areas and Key Topics





# Sustainability in the Investment Process

**SUSTAINABILITY IS A** consistent theme throughout Procuritas' investment process, from pre-investment to ownership and exit. The process has been designed in alignment with the Six Principles for Responsible Investment (PRI), ensuring that responsible investment considerations are embedded at every stage.

Integrating Sustainability in the Investment and Ownership





## Pre-Investment Phase

The initial screening focuses on thematic studies, using both a bottom-up approach to assess companies and a top-down approach to identify attractive industries, including those driven by sustainability. When discovering a promising company, as an integral part of our commercial, financial and managerial assessments, we conduct an initial sustainability analysis based on the themes of our sustainability strategy.

If the company remains interesting, we proceed with a targeted sustainability due diligence, typically supported by external experts, to identify key impacts, risks and opportunities in line with our strategy and the applicable Sustainable Finance Disclosure Regulation. If necessary, the due diligence process includes on-site visits to assess production facilities and broader social and environmental risks, such as labor conditions, health and safety, and environmental impact.

The findings from the sustainability due diligence are assessed by our team and included in the Investment Memorandum, to be considered alongside other relevant analyses and information in the discussion by the Investment Committee and the decision by the Fund Board.

### EXCLUSION

Procuritas does not invest in companies involved in weapons, gambling, the sex industry, or the production and wholesale of alcohol, tobacco, or drugs.

## Ownership Phase

Procuritas exercises its ownership responsibilities through board representation in all portfolio companies and direct dialogue with management. Our value creation model builds on establishing strong governance and management structures, supported by clear sustainability targets and requirements aligned with our sustainability strategy. Progress is followed up annually through company reporting and predefined KPIs, which feed into Procuritas' annual Sustainability Report. Regular updates are also provided at board meetings, with material issues reported to the board chair and subsequently to Procuritas.

### Tools and knowledge sharing

To support portfolio companies in meeting our requirements, we provide practical tools such as a materiality assessment framework, a Code of Conduct template and a GHG emissions calculation tool. Our Head of ESG also provides support to companies when needed. In addition, we offer a sustainability network that enables knowledge sharing and competence building across portfolio companies.





**Requirements**

Examples of portfolio company requirements that support our sustainability strategy, and that should be implemented during the ownership period, include:

## A Planet in Balance

### Climate Change

Calculate Scope 1, 2 and 3 GHG emissions

Set science-based targets and obtain SBTi validation

### Circular Economy & Biodiversity

Track negative impact on IUCN red-listed or nationally protected species and biodiversity areas

Track initiatives to improve circularity or reduce biodiversity impact

## An Attractive Workplace

### Diversity, Equity & Inclusion

Measure gender balance throughout the organisation (including at board level)

Develop goals to increase gender balance where imbalances exist

Measure and improve sense of belonging and inclusion

Conduct regular Diversity, Equity & Inclusion training

### Satisfied Employees

Implement an employee survey and measure eNPS

Implement measures to improve eNPS score when relevant

## Good Governance

### Business Ethics and Regulatory Compliance

Implement a Code of Conduct (CoC)

Implement a whistleblower function

Conduct regular CoC training for relevant employees

Present breaches of the CoC to the board

### Transparency

Conduct a double materiality assessment every three years

Set sustainability-related goals

Publish a sustainability report annually

## Escalation

If engagement does not lead to sufficient progress on material sustainability issues, Procuritas may escalate its actions. Escalation measures can include raising concerns at board level and setting clear timelines for corrective action. Sustainability matters will be reported to Limited Partners (LPs) if deemed of critical significance by the Procuritas Partner Group.

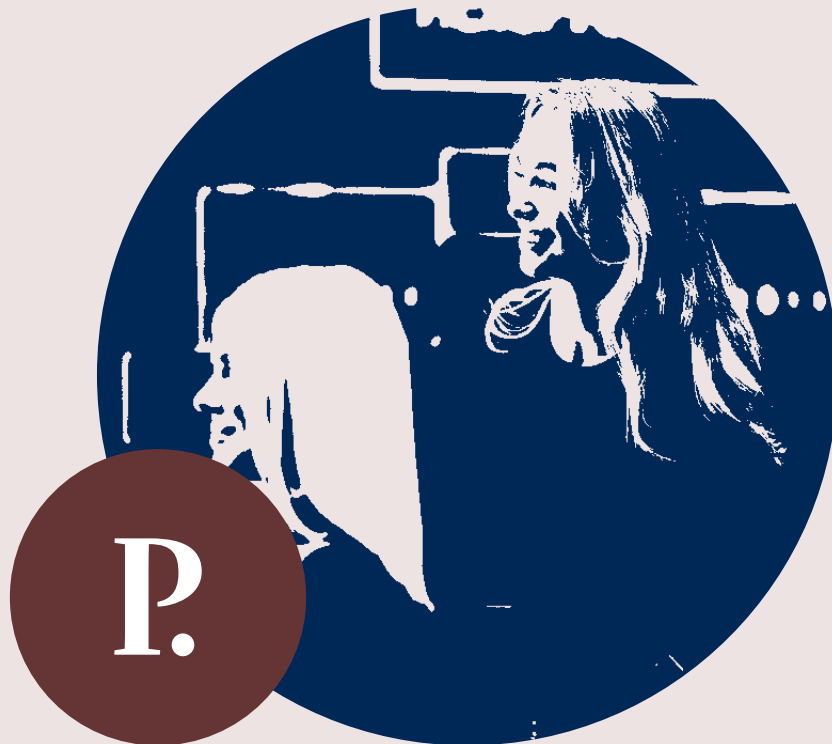
## Exit phase

As part of the exit process, Procuritas performs an assessment of sustainability initiatives and performance achieved during its ownership, with a focus on key learnings and areas for future improvement.



# Transparency and Reporting

**PROCURITAS COMMUNICATES SUSTAINABILITY** progress annually in line with UNPRI, SFDR, and LP requirements. This includes the Sustainability Report, which presents progress against our sustainability strategy.



# Roles and Responsibilities

**THE ULTIMATE RESPONSIBILITY** for the implementation and oversight of this Policy lies with the Board of Directors of each fund. The investment advisors, in practice Procuritas' investment team and Head of ESG, are responsible for ensuring that the Policy is applied consistently throughout the investment process and across all portfolio companies, in close collaboration with management teams. Progress on the Policy and portfolio development in relation to the sustainability strategy is reported and discussed with the Boards at least annually and forms part of Procuritas' regular internal portfolio reviews.

Potential conflicts of interest related to responsible investment and stewardship are the responsibility of Procuritas' investment team to identify, manage, and, if needed, report to and align with LPs or other relevant stakeholders.

This Policy is reviewed annually and updated whenever significant changes in the stewardship approach occur.



# Responsible Investment Policy

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