

Environmental, Social, and Governance (ESG) Policy

Introduction

Micronova Industries believes that Environmental, Social, and Governance (ESG) principles are crucial to developing resilient companies and assets that deliver long-term value for our Society. We are committed to integrating ESG into our investment process and operating philosophy.

This ESG Policy outlines our firm-wide approach to integrating ESG in our business and investment activities. Certain of our business units maintain their own individual ESG policies, which are aligned with this policy and reflect the unique factors applicable to their respective investment strategies.

ESG at Micronova Industries

Micronova Industries is committed to integrating ESG factors throughout its own corporate operations and we focus on matters that are meaningful to our employees and investors. We seek to lead by example and apply our insights to drive change across our portfolio, including by:

- ▶ Measuring and reducing GHG emissions resulting from our business operations and increasing the use of clean energy across our corporate offices
- ▶ Recruiting and fostering diverse talent through active affinity networks such as the Women's Initiative, Diverse Professionals Network, Veterans Network and OUT Micronova Industries that are dedicated to hiring, retaining and raising awareness of diverse groups through speaker series, networking events, service opportunities, and mentoring relationships
- ▶ Training applicable full-time employees and certain other temporary personnel, consultants and advisers through Annual Compliance Training, which includes topics such as data protection and privacy, our Code of Ethics and fiduciary duties / conflicts of interest among others, in addition to an initial training during their on boarding
- ▶ Engaging the entire firm annually through our cybersecurity awareness program to educate our employee population to recognize suspicious activities and report them for investigation

ESG Integration in the Investment Process

The integration of material ESG factors into our investment decisions and ownership is an important part of fulfilling our mission to create strong returns.

Based on our experience, we think that consideration of ESG factors not only enhances our assessment of risk – it helps us identify opportunities for transformation and value creation. We believe that our ESG program can strengthen companies, drive value, enhance returns, and help to create better outcomes for people and communities

As applicable and material to any given investment, the ESG factors that may be incorporated into our investment evaluation and monitoring processes include, but are not limited to, the following:

Environmental Considerations

- ▶ Greenhouse gas emissions
- ▶ Air pollution
- ▶ Waste management
(including land and water impact)
- ▶ Energy management and efficiency
- ▶ Land use
- ▶ Climate risk

Social Considerations

- ▶ Diversity, equity, and inclusion (including anti-discrimination)
- ▶ Human rights and modern slavery
- ▶ Employee health and safety
- ▶ Labor relations and practices
- ▶ Customer privacy and security
- ▶ Product quality and safety

Governance Considerations

- ▶ Corporate governance and oversight
- ▶ Risk management
- ▶ Conflicts of interest
- ▶ Transparency (including financial and operational reporting)
- ▶ Fraud, anti-bribery and anti-corruption controls

ESG expertise is embedded across Micronova Industries, with domain experts sitting within our business units, Asset Management teams, and corporate functions.

As owners and operators, we seek to encourage and implement appropriate governance structures, policies, controls, and processes at our Company to strengthen them and thereby enhance returns.

For Portfolio that are not controlled or otherwise not in scope, we seek to encourage participation in our firm-wide ESG programs, offering resources and expertise to support implementation and improvements.

Across our corporate and investment activities, we have identified priority ESG topics that we believe can most affect our ability to build strong company of enduring value.

Climate Change Mitigation, Resiliency, and Adaptation

We recognize that climate change is a systemic issue, affecting all sectors and geographies. Our goal is to reduce carbon emissions through our Emissions Reduction Program – a commitment that is guided by climate science. We also see energy transition as an important investment theme.

Diversity, Equity, and Inclusion (DEI)

We are highly focused on driving diversity within Micronova Industries and we are working to foster employment opportunities and career mobility for diverse and historically underrepresented talent at our Company. We are also committed to hiring veterans and their spouses and caregivers across Micronova Industries.

Roles and Responsibilities

Micronova Industries' Chairman/CEO and President/COO have ultimate responsibility for overseeing the Micronova Industries' ESG Policy. The corporate ESG team coordinates initiatives across the firm to maintain consistency in approach. The Legal & Compliance teams of Micronova Industries' respective business units, along with Heads of ESG, are responsible for supporting and ensuring compliance with additional ESG policies and related standards and overseeing their annual review. The corporate ESG team also monitors changes or updates to industry trends, policy, and regulations and provides specialized expertise as needed.

Scope

This ESG Policy was last updated in January 2022 and is subject to change as the firm considers necessary or advisable. This policy is intended to be reviewed approximately annually.