



ESG Policy

2 May 2023

Strada Partners is committed to integrate ESG into its investment decisions and business processes.

Phaedra Beyers, Operations & Compliance Manager, is an active member of the ESG committee of the Belgian Venture Capital Association.

In addition, Strada is subject to and will comply with disclosure obligations relating to ESG matters as set forth in EU regulations.

To date, given our limited resources, we haven't yet formally integrated sustainability in our investment processes.

Currently, Phaedra is actively working on developing our ESG strategy:

- Mapping out existing ESG efforts within our portfolio companies;
- Learning from other forward thinking investment firms about best practices, tools and reporting.

Based on this exercise, we will determine a timeline and phasing to implement our ESG strategy and policies.

At Strada and at our companies, we care about a sustainable, safe, healthy and fair environment for all. We believe that environmental and social issues can only be solved with business as part of the solution, and we are empowered to contribute.

With a firm view on value creation, going beyond mere risk mitigation.

Focusing on sustainability potential instead of mere sustainability risk.

Strada's future journey will be fueled by the following core values, embedded in Strada's broader ecosystem and DNA of team members:

Regulatory compliance • Diversity & Inclusion • Employee attraction & retention • Employee Health, Safety & Wellbeing • Human rights & labour standards • Community & Stakeholder engagement • Innovation & adaptability • Digitalisation • Sustainable innovation & technology • Talent & Development • Business ethics & Integrity • Fair working conditions

As a final note, we hold ourselves and our portfolio companies accountable to our investors and our broader stakeholders. Therefore, in a later phase, we will not hesitate to report to our investors on our responsible ownership performance, both as investors and within our own firm.