

### About the portfolio manager

Assets under management	USD 10 bn, all managed according to sustainable criteria
Number of inv. profess.	32
Number of inv. profess. dedicated to ESG	32
Participation in shareholder meetings	Yes; > 100 p.a.
ESG rating	n.a.
ESG consultant	Internal team ESG Committee
External data sources	<ul style="list-style-type: none"> <li>• RepRisk</li> </ul>

### Memberships

Signatory to UNPRI	Yes
UNPRI rating	A+
Others	<ul style="list-style-type: none"> <li>• Swiss Sustainable Finance</li> <li>• Invest Europe</li> <li>• SFAMA</li> <li>• BAI</li> <li>• HKVCA</li> <li>• EMPEA</li> </ul>

### Voting activity

Exercise of voting rights	n.a.
ESG consultant	n.a.
Voting report	n.a.
Additional information	<i>see decision making process</i>

### Decision making process for exclusion decisions

Schroder Adveq's decision-making process is characterised by three main principles:

#### 1. Iterative bottom-up process:

The decision-making process involves two Investment Committee (IC) meetings (a pre-qualification and an investment recommendation) to ensure that the IC has a formal forum to provide feedback on each investment opportunity. Deal teams also arrange one-on-one sessions with each IC member to discuss the deals in more detail, usually addressing initial questions raised at the pre-qualification stage, including ESG topics.

#### 2. Unanimous decision making:

The Investment Committee ultimately has to approve every investment unanimously; otherwise, the investment will not be made. The respective Investment Management Program Head and the project teams also have de-facto approval rights as it is up to them to present an opportunity to the IC or to suspend a due diligence project. Schroder Adveq's Investment Committee consists of four members and the Head of Risk Management who has a veto right. The Investment Committee's role and approach is outlined in the Investment Committee Charter.

#### 3. Direct and open interaction:

All investment opportunities are assessed by a team of experienced investment professionals. The investment project assessment is focused on identifying the key risk and return drivers presented by the opportunity. This allows gaining a thorough understanding of these drivers, ensuring the investment is appropriate for one or more portfolio managed by the firm and gaining comfort that the investment has the potential to generate a return commensurate with the identified risks and in line with the return objectives for the targeted portfolios. Investments are discussed in an open, direct and non-political manner with a focus on both, the top-down context and bottom-up details. The project team can stop a project at any point in time if the findings are not positive enough to further pursue the project.

### Consultant for investment guidelines and exclusion criteria

Lee Gardella, Head Investment Risk & Monitoring and Chair of the Schroder Adveq ESG Committee

Pascal Untersander, Head Schroder Adveq Risk Management and Member of the Schroder Adveq ESG Committee

### Decision making process for exercising voting rights

Schroder Adveq's investment professionals will seek advice from internal legal counsel, the Investment Committee and Investment Risk team for matters that are of material importance (eg. capital injections, fund restructurings, key man events). For non-material issues, the responsible Investment Management program team will take the decision (eg. fund term extensions).

### Engagement

Engagement	Yes; active dialogue with > 100 companies
Consultant	Internal team ESG Committee

### ESG consultant for engagement activities

Schroder Adveq holds formal advisory board seats, in particular with emerging managers and groups who need support for their company development. In addition to these official advisory board seats, Schroder Adveq is actively involved with many funds in an informal capacity. Such contribution, especially with smaller managers who have a shorter track record, ranges from providing guidance on the organizational and operational aspects of the fund manager to HR issues and participating in in-depth discussions regarding investment strategy implementation and market dynamics.

## IST portfolio

### Portfolio overview

ESG rating	The status of IST's portfolio is green with regards to the ESG rating.
Application of an exclusion list	Yes

### Incorporation of ESG factors into the investment process

#### Formal ESG assessment

Schroder Adveq will only partner with fund managers that adhere to the highest ethical standards and whose value creation is driven by deep operational involvement with the companies that they own. Schroder Adveq believes that partnership extends beyond the relationship between GP and LP and includes all stakeholders, including the underlying company and its employees as well as the society as a whole. ESG performance is evaluated not only during diligence process, but throughout the entire life of a commitment. Schroder Adveq believes that adherence to the principles of responsible investment is particularly important for long-term oriented activity such as private equity investing.

#### Identifying investment risks and opportunities

Schroder Adveq's approach of integrating Responsible Investing principles and the assessment of ESG factors in each stage of the due diligence process requires the collection and assessment of information that will address a GP's commitment to responsible investing, ESG risks and benefits within the GP's existing portfolio, the prospect of ESG risks and benefits arising in future investment activity and the identification of opportunities for the GP to pursue ESG improvements within its business and portfolio.

#### Red / Amber / Green assessment

A formal assessment of each fund, referred to as the Red/Amber/Green assessment, is completed semi-annually by the investment professional assigned to monitor a fund. This assessment reviews a fund's execution relative to its stated strategy, portfolio development and fund manager team dynamics. In addition, Schroder Adveq monitors and assess the ESG activities within a portfolio and the GP's ongoing adoption of responsible investing practices. Negative and positive events are captured and to the extent a material negative event occurs, additional interactions with the GP will be conducted to address the issue.

#### Continuous enhancement of investment process

Schroder Adveq continues to invest toward its commitment to be a market leader for integrating ESG capabilities in its investment management practice. The firm is constantly striving to improve resources, processes and systems that apply to its investment diligence, monitoring and engagement efforts. Currently, Schroder Adveq leverages frameworks and principles from the above mentioned Environmental Defense Fund and PRI in its pre and post investment efforts. In addition, Schroder Adveq utilizes Schroders proprietary measurement tools such as Worldcheck and Country Sustainability Assessment framework as well as RepRisk global ESG analytic tools that further enhance the firm's ability to assess ESG risks.