

Corporate Commitment to ESG & Sustainable Business Practices

February 2022



The founders and partners of SYQUANT Capital recognize the importance of responsible growth as a foundation for long-term, sustainable success and have built the business around these shared values. Since SYQUANT was founded in 2005, the firm has followed a responsible growth strategy through:

- **Delivering attractive risk-adjusted returns through the market cycle.**
- **Building and maintaining a strong, diverse team with a collegiate and inclusive culture.**
- **Developing an institutional, robust, and scalable infrastructure.**

In line with our values & principles outlined above, SYQUANT Capital has developed its corporate practices to ensure the firm is managed in a responsible manner and is committed to responsible business practices and robust corporate governance. Implementing appropriate ESG initiatives can foster a strong corporate culture and support our ability to build, motivate and retain a high-calibre team which we believe are primary drivers of sustainable long-term success of our business.

To demonstrate its commitment to corporate responsibility and employee wellbeing, SYQUANT Capital has made several company initiatives addressing each ESG pillar as summarized below. This commitment is supported by a growing number of corporate initiatives which continue to be developed on an on-going basis and periodically reviewed, to (i) assess progresses made and (ii) identify areas for further development.

The ESG Committee is responsible for identifying, developing, and implementing corporate initiatives in the spirit of the E, S, G pillars.

Environmental



Integrate the consideration of environmental issues into business management decisions.

Endeavor to lessen the footprint of our management company through increased awareness and sustainable office & employee practice.

SYQUANT Capital has implemented: green-commuting initiatives, paper reduction & waste minimization practices, waste recycling, energy-aware office initiatives, water fountains, etc.

Travel and commuting policies: air travel is to be restricted to trips exceeding 4 hours in order to minimise its carbon footprint. A bicycle garage is provided for employees to encourage daily commuting by bike.

Social



Create a positive work environment and offer thoughtful company benefits to support employee well-being and satisfaction.

Develop a framework to support an inclusive corporate culture and establish learning & development programs for developing and retaining talent within the organization.

Charitable initiatives to benefit society.

SYQUANT Capital has implemented: health insurance and additional policies, profit sharing plan, initiatives to improve employee support, satisfaction and wellness, whistleblowing policy.

Governance



Maintain a robust governance structure and compliance culture to support a sustainable, long-term business.

Provide equal opportunity and fair compensation in all aspects of employment to all employees without regard to sex, race, national origin, or religion.

Uphold a strong code of ethics.

SYQUANT Capital has implemented: a code of ethics, a remuneration policy, a conflict-of-interest policy, a compliance monitoring program & risk framework, a voting and engagement policy, and an ongoing due diligence of all service providers.

Initiatives and Commitments

Syquant Capital has adhered to certain initiatives which it believes embody its mindset of corporate responsibility. We can mention the following initiatives:

- United Nations Principles of Responsible Investing (PRI)
- Task Force on Climate-Related Disclosures (TCFD)
- United Nations Global Compact (UNGC)
- Sponsor of the SHIFT Project, a think-tank for the decarbonisation of the economy
- Donation to the Fondation de la Mer, a foundation dedicated to the protection and study of the ocean