



Our responsible initiatives and commitments

October 2023

The founders and partners of SYQUANT Capital have built the firm upon the recognize the importance of responsible and sustainable growth for the company's long-term success. They have built the firm upon the belief that implementing responsible initiatives tends to foster a robust corporate culture and supports the company's ability to recruit, motivate, and retain a top-tier team – the primary driver of SYQUANT Capital's enduring success. Since its inception in 2005, the company has committed to upholding quality corporate governance and a continually improving strategy for responsible growth.

Our commitment to corporate responsibility and employee well-being is demonstrated by our growing number of corporate initiatives relating to each of the E, S, and G pillars. Our dedicated ESG Committee continues to identify opportunities for improvement and to develop corporate initiatives aligned with our values and principles. The actions and commitments that we have implemented to date are summarized below.

Environmental

We integrate environmental issues into the company's management decisions. Among other measures, we strive to reduce the footprint of our management company through increased awareness and sustainable practices within our offices. For example, SYQUANT Capital has implemented:



- Eco-friendly transportation measures. We reimburse part of the commuting expenses of our employees who choose alternatives to cars or scooters, provide a bicycle garage for employees to encourage daily cycling, and limit air travel to journeys longer than 4 hours.
- Waste minimization. Water fountains have been installed and reusable bottles are provided for all employees to avoid the use of plastics, etc.
- Paper reduction practices. We prioritise paper-free electronic communication as much as possible, both among colleagues and externally.
- Waste recycling and energy-efficient office initiatives, such as the automatic standby mode for certain equipment like air conditioning.

Social

We are committed to creating a positive work environment that enhances employee well-being and satisfaction. Our focus is on establishing a framework that supports an inclusive corporate culture and promotes effective knowledge transfer to foster a learning environment that ensures both talent development and retention within the organization.



To this end, SYQUANT Capital has introduced measures aimed at enhancing employee support, satisfaction, and well-being, which include:

- a health insurance scheme,
- both a profit-sharing scheme and an incentive plan tied to company performance,
- access to various sports facilities,
- regular delivery of balanced meals, and
- a whistleblower policy.

Governance

We uphold a robust governance structure and a culture of compliance, ensuring equal opportunities and fair compensation for all employees in every aspect of employment.

In line with this, SYQUANT Capital has established and adheres to a code of ethics, a compensation policy, a conflict of interest policy, a compliance and risk monitoring program, and a voting and engagement policy.



We also support...

Syquant Capital has adhered to and supports several initiatives which it believes embody its mindset when it comes to corporate responsibility. These include:

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

For any other questions regarding our ESG practices and responsible commitments, please contact:

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