

DIVERSITY AND INCLUSION POLICY

EVERGENT Investments is a dynamic and innovative fund, with a solid organizational culture that promotes, encourages and supports diversity, fairness and inclusion.

We consider that **equality of chances** based exclusively on merit and accompanied, if necessary by **positive action measures**, without any discrimination or prejudice, is a priority.

We welcome and **embrace differences**, because we believe that they are an advantage for the our organization and people within it.

We make sure that all individuals who are part of our organization play an **equally active role**, enjoying full **respect** for who they are, and benefiting from an **inclusion friendly** environment, we constantly strive to promote.

EVERGENT Investments promotes clear principles of non-discrimination against sex, color, language, religion, political option or other options, national or social original, belonging to a national minority, wealth, birth or any other situation.

EVERGENT Investments shall under no circumstance tolerate sexual, physical or mental harrasment of employees and shall try by all means to protect the dignity of its employees in possible conflicts the company is involved in.

EVERGENT Investments encourages the constant professional training of its employees and supports any initiative that may add value to its personnel and could improve the work environment.

EVERGENT Investments' objective is to constantly generate performance. In order to achieve it, we look for the best people across the entire spectrum of race, color, diaasbility, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental abilities, political affiliation, religion, sexual orientation, genetic information or social and economic status.

Our people are the most valuable asset the Company has. The collective sum of individual differences, professional experience, knowledge, talent and personal values the employees invest in their work is the most important element of the Company's culture, reputation and performance.

To generate performance the people are provided with an environment conducive to expression where contributions are welcomed from all perspectives. Thus, we support a work environment in which employees reach their full potential and feel appreciated.

EVERGENT Investments' diversity initiatives are applicable to - but not limited to - practices and policies on staff recruitment and selection, compensation and benefits, development and training, promotions, transfers, social and recreational programs and the ongoing development of a work environment built on the premise of gender equity and diversity that encourages and requires::

- Respectful communication and cooperation between all employees.
- Fair and correct treatment of all employees.
- Teamwork and employee participation, allowing representation of all employee groups and perspectives.
- Balance between professional and private life through flexible work programs.
- Contribution of employers and employees to the communities we serve in order to promote a better understanding and respect for diversity.

All Evergent Investments' employees are responsible for treating others with dignity and respect at all times. All employees are expected to engage in conduct that reflects inclusion during work, at the workplace or outside it, and at all other events sponsored by the Company.

Claudiu Doros
CEO