



RESPONSIBLE INVESTMENT POLICY

BACKGROUND

Synergy invests in sectors that are the backbone of our society and geographies that generate strong positive social and economic impact.

We believe that effective environmental, social and governance (ESG) standards lead to stronger and more robust long term returns on our investments and create tangible benefits in the communities where they operate.

Thus, we integrate ESG practices into all activities and lifecycle of our funds

- + screening eligible investments
- + reviewing ESG practices at target companies prior to making an investment
- + establishing new practices that meet our standards
- + monitoring their implementation and results post-investment

PRINCIPLES OF RESPONSIBLE INVESTMENT

Synergy is a signatory to the United Nations-supported Principles for Responsible Investment ("PRI"). The PRI comprises international investors that have committed to apply and advance six principles for responsible investment ("Principles"). We are committed to incorporating those Principles across our entire investment process, as follows:

Principle 1: Incorporate ESG issues into investment analysis and decision-making processes.

Principle 2: Incorporate ESG issues into our ownership policies and practices.

Principle 3: Seek appropriate disclosure on ESG issues from investee entities.

Principle 4: Promote acceptance and implementation of the Principles within the investment industry.

Principle 5: Work together to enhance our effectiveness in implementing the Principles.

Principle 6: Report on our activities and progress towards implementing the Principles

SYNERGY RI POLICY



Environmental

- + Manage the potential impact of our investments on the environment, including greenhouse gas emissions that contribute to climate change.
- + Promote biodiversity, conservation and the efficient use of natural resources



Social

- + Treat all employees fairly and comply with applicable employment laws.
- + Strive to make a positive social and economic impact through our investments.
- + Maintain a safe and healthy working environment and foster human capital.
- + Promote positive relationships with key external stakeholders.
- + Promote higher standards of living, and employee engagement and advancement.



Governance

- + Establish solid foundations for management and oversight.
- + Structure the board to add value and oversight.
- + Promote high standards of business integrity with ethical and responsible decision-making.
- + Safeguard integrity in financial reporting and controls.
- + Comply with applicable laws and make timely and balanced disclosures.
- + Respect the rights of shareholders
- + Recognize and manage risk.