

ESG Policy

Last updated: March 10, 2021

Purpose and scope of the policy

Responsible investment, and ownership, require thorough analysis, conclusion and mitigation of risk. Digital+ Partners aims to invest in companies that take a responsible approach towards environmental, social and corporate governance factors. The purpose of this policy is to lay out Digital+ Partners' approach to integrating environmental, social, and governance (ESG) factors into investments made by Digital+ Partners' funds.

Digital+ Partners commits to consider relevant and material ESG issues in the course of its due diligence and in the monitoring/value creation of its portfolio investments. For the purposes of this policy, "material" ESG issues are defined as those issues that Digital+ Partners in its sole discretion determines to have a direct substantial impact on a (potential) portfolio company's ability to create and preserve economic value, as well as environmental and social value for itself and its stakeholders.

This policy will apply to all private equity investments and will be interpreted in accordance with local laws and regulations. In cases where Digital+ Partners determines it has limited ability to conduct diligence or to influence and control the integration of ESG considerations in the investment or where other circumstances affect Digital+ Partners' ability to assess, set, or monitor ESG-related issues it will not necessarily be feasible to enforce ESG-related principles for Digital+ Partners. In such instances reasonable efforts will be made to encourage portfolio companies to consider relevant ESG-related principles.

Digital+ Partners' investment professionals are primarily responsible for ensuring that the consideration of ESG factors is integrated into investment decisions and value creation processes. Digital+ Partners' CFO/COO has been appointed to oversee and assist in the consideration of ESG issues along the investment and value creation processes.

This policy will be updated continually, as appropriate.

Goals of the policy

Digital+ Partners seeks to:

1. Consider environmental, social and governance issues associated with potential portfolio companies when evaluating whether to invest in a potential portfolio company, as well as during the period of ownership;
2. Assist to grow and improve portfolio companies' efforts to address and comply with environmental, social, and governance issues. To that end, Digital+ Partners will work through appropriate governance structures (e.g., board of directors) with portfolio companies with respect to environmental, social and government

- issues with the goal of improving performance and minimizing adverse impacts in these areas;
3. Use governance structures that provide appropriate levels of oversight and help portfolio companies to develop own ESG policies that align the interests of all stakeholders around ESG issues;
 4. Encourage strict policies that prohibit bribery and other improper payments to public officials consistent with the OECD Anti-Bribery Convention;
 5. Provide timely information to Digital+ Partners' Limited Partners on ESG matters;
 6. Encourage portfolio companies to advance these same principles in a way that is consistent with their fiduciary duties.

Commitment to Key ESG Factors

Digital+ Partners' key goals are diversity, quality education, decent work, economic growth and climate action. Actions to improve these goals are taken at the Firm and supported at the portfolio company level.

For diversity Digital+ Partners for example targets audiences that have an increased share of female talent. Digital+ Partners measures the recruiting funnel from the share of applications to the final share of signed contracts. Digital+ Partners also encourages its portfolio companies to hire diverse talent and support them accordingly. For quality education Digital+ Partners targets all its employees (incl. interns and assistants) to participate in its trainings. Digital+ Partners measures the number of training hours per employee offered and conducted. Digital+ Partners promotes education and fair working conditions (e.g., work safety, policies that protect employee rights) in its portfolio companies. For climate action Digital+ Partners targets a reduction in travel emissions (which are the main source of our emissions). Digital+ Partners tracks the number of business trips conducted and the share of the different types of travel method. Based on these records Digital+ Partners calculates the CO2 footprint and offsets the emissions via myclimate.org. Digital+ Partners encourages the portfolio companies to assess their climate actions as well and plans to share its own approach with them.

Approach to integrate ESG in investments

Digital+ Partners will seek to integrate the consideration and thoughtful management of ESG issues throughout the investment cycle.

Before investment/during due diligence

To ensure the integration of ESG considerations in the due diligence phase subject to Digital+ Partners' determination of what is reasonable and appropriate for each investment Digital+ Partners will include the assessment of relevant and material ESG factors in its due diligence phase. Digital+ Partners has developed an assessment framework (structured questionnaire) for potential portfolio companies which will be applied during the due diligence phase. The results of the assessment is documented in

Digital+ Partners investment documentation and discussed in the Investment Committee. In the case material ESG issues are identified, the deal teams will discuss with portfolio company management to support the development of a corrective action plan.

During investment

To manage ESG related risks and value creation opportunities in portfolio companies post-investment and subject to Digital+ Partners' determination of what is reasonable and appropriate for each investment, Digital+ Partners will monitor the progress of improving ESG issues within portfolio companies on a regular basis. Every year, Digital+ Partners reassesses the status of ESG issues and progress in portfolio companies, documents the results and consecutively assists and supports the management teams of portfolio companies around further improving ESG issues or addressing potential ESG-related risks.

Engage during investment

Digital+ Partners will encourage the management teams of portfolio companies to identify and raise relevant and material ESG issues to the relevant decision-makers, including, where appropriate, board-level individuals. Where appropriate Digital+ Partners will assist portfolio companies in the development of action plans to adequately address identified ESG-related risks and opportunities.

ESG Integration at Digital+ Partners

Self-Assessment

Additionally, as part of Digital+ Partners' commitment to ESG at every level, the Firm conducted an ESG self-assessment and review based on the ESG survey for portfolio companies. In response to the assessment, the Firm intensified recruiting efforts to attract female investment professionals, leading to the first female hire for the investment team.

Remuneration Policy

Digital+ Partners believes that sustainability risks can have a negative effect on the fund outcome and hence on its investors. Through the alignment of interests, Digital+ Partners has a clear incentive to minimize sustainability risks. Digital+ Partners' remuneration policy is consistent with the generation of long-term value across its portfolio for its investors. Accordingly, sustainability is incorporated in Digital+ Partners mission, values and ESG policy. Our investors value the inclusion of PRI and the reflection of ESG in our policies.

Integration of PRI

Furthermore, with its first Fund "Digital Growth Fund I", Digital+ Partners included the Principles for Responsible Investment (PRI) into its Limited Partner Agreement (LPA).

Transparency and stakeholder engagement

Digital+ Partners will seek to be transparent in its approach to incorporating ESG considerations in its investments by reporting at least annually on its progress and outcomes. The format of this reporting may vary among written reports, or verbal informal reports, or confidential fund or asset-level reports to Limited Partners.