



DIVERSITY AND INCLUSION POLICY

Drive for performance

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

We consider that **equal opportunities** 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 our organization and the 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 which we constantly strive to promote.

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

EVERGENT Investments will not, under any circumstance, tolerate sexual, physical or mental harassment of the employees and will try, by all means, to protect the dignity of its employees in possible conflicts that 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 staff and could improve the work environment.

EVERGENT Investments' objective is to constantly generate performance. To achieve this, we look for the best people across the entire spectrum of race, color, disability, 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 that 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 that is 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.

Diversity and Inclusion Policy (revision 1 – July 2025)

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 equitable 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 schedules;
- Contribution of employers and employees to the communities we serve 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.

Cătălin Iancu
CEO