



FREEDOM OF ASSOCIATION POLICY

Drive for performance

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In accordance with the organizational principles of EVERGENT Investments and those applied at a national and European level, as well as with workplace rights, as defined in national and European legislation, the following fundamental values are promoted in our internal regulations and good practices:

- Freedom of association and effective recognition of the right to collective negotiation;
- EVERGENT Investments has a collective employment contract in force that offers specific rights and obligations to employees, their representatives and the employer in a transparent and predictable framework;
- The elimination of all forms of forced or mandatory labor;
- The individual labor contracts closed with the company are based on the agreement of the parties and their content is the result of a transparent and equitable negotiation process governed by legal provisions and an internal regulation framework that also involves the presence and implication of employees in various employee oriented activities.

By applying them, EVERGENT Investments promotes a responsible employment environment and ensures compliance with the law while, at the same time, adhering to the universal principles and norms that protect human rights.

As part of this approach, EVERGENT Investments applies the following work principles and methods that are transposed in its internal documents (Internal Regulation, Collective Employment Contract, Code of Ethics and Conduct, Corporate Governance Code a.o.):

- maintaining equitable and transparent collective labor relations, in full cooperation with employees;
- active involvement of employees in all areas of activity of the company, the Board of Directors making sure that the right of association principle is respected and promoted;
- the Company's employees are free to appoint their representatives, being equal partners in collective negotiations, without interference or negative consequences from EVERGENT Investments.
- The procedures for hiring, termination and performance evaluation do not include provisions that discriminate the members of the employees' association or those who want to form a union in accordance with applicable law.

Freedom of Association Policy (revision 1 - July 2025)

- Employees may submit petitions, claims, requests under the conditions foreseen in the Internal Regulation, without being constrained or hindered from freely expressing themselves;
- The collaboration between the Board of Directors and the employees' representatives follows a pattern of continuous dialogue (requests, feedback, meetings) and partnership in all the key actions and processes in the daily life of EVERGENT Investments.

The management of EVERGENT Investments recognizes the important role that both employees and their representatives play in the success of the Company. We share a common commitment with our employed colleagues, to serve the Fund's shareholders, the community and protect the environment.

Cătălin Iancu
CEO

