

## ***Sievi Capital's principles for responsible investment***

### **Sievi Capital's approach to responsible investment**

Sievi Capital is a listed (Nasdaq Helsinki) private equity investment company. We invest in small and medium-sized Finnish companies which are profitable and have positive cash flow. As an active partner for target companies' management and co-owners Sievi Capital supports target companies' growth, profitability and value creation.

Sievi Capital is committed to operate as a responsible investor and active owner. When making new investment decisions and developing target companies we see it important to understand the risks and opportunities related to the investments in the short as well as long term. Risks and opportunities related to target companies' environmental, social and corporate governance (ESG) aspects are reviewed, governed and managed as part of our investment process and ownership practices. We develop businesses according to strong ethical principles in all our activities.

### **Sievi Capital's principles for responsible investment**

The principles for responsible investment have been integrated in Sievi Capital's investment decision-making process and ownership practices as well as communication and reporting. We have built tools for incorporating responsible investment practices in the selection of new investments as well as for the identification and management of essential ESG matters in target companies. As a responsible investment company Sievi Capital collaborates with the boards of directors and management of target companies when implementing and developing ESG matters.

In addition, Sievi Capital is a member of The Finnish Venture Capital Association (FVCA) and complies with the Code of Conduct rules and other guidelines of the Association.

### **ESG matters**

Sievi Capital has identified several essential ESG matters and has integrated them in the investment decision-making process and ownership practices. ESG matters include among others the following matters:

#### Environmental matters

- Climate change related business risks and opportunities
- Environmental impacts of products
- Resource efficiency (material/energy/water efficiency)

#### Social matters

- Human rights
- Safety and health at work
- Employee satisfaction and wellbeing

- Customer satisfaction

Corporate governance matters

- Internal control and risk management
- Business ethics in management
- Anti-corruption and anti-bribery policy and procedures
- Management and administration of ESG matters

The Board of Directors of Sievi Capital regularly follows the implementation and development of the responsible investment practices in target companies.

The content of Sievi Capital's responsible investment policy is reviewed regularly and updated when needed.