



SERAYA
INVESTMENT

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Sustainability Policy for Seraya Investment Pte Ltd ('Seraya')

Seraya's approach to sustainability rests on three main pillars:

1. Responsible investment;
2. The integration of sustainable practices into our business operations; and
3. Corporate Social Responsibility ('CSR') initiatives.

We believe that this provides a holistic approach to sustainability issues, encompassing Seraya's investment activities and operations, as well as the role that the company plays in society and its impact on the environment. The goal of our Sustainability Policy is to promote the resilience of the company from a financial, environmental, and social perspective, and to strive for a positive impact on the world.

Responsible Investment

As a fund management company, we have a duty to act in the best long-term interests of our investors. In this fiduciary role, we believe that Environmental, Social, and Governance ('ESG') issues can affect the performance of investment portfolios (to differing degrees across companies, sectors, regions, asset classes and over time).

In our investment process we thus adhere to the following principles:

- Principle 1: We will incorporate ESG issues into investment analysis and decision-making processes.
- Principle 2: We will be active owners and incorporate ESG issues into our ownership policies and practices.
- Principle 3: We will seek appropriate disclosure regarding ESG issues by the entities in which we invest.
- Principle 4: We will promote acceptance and implementation of the Principles within the investment industry.
- Principle 5: We will work together to enhance our effectiveness in implementing the Principles.
- Principle 6: We will each report on our activities and progress towards implementing the Principles.

These principles are in line with the United Nations Principles of Responsible Investment ('UNPRI') of which Seraya Investment is a signatory.

Seraya takes an active approach to stock selection and capital management. We engage with the management and board of directors of all our portfolio companies to ensure a constructive attitude towards sustainability, including environmental, social, and corporate governance issues. We monitor companies by conducting regular calls and company visits wherever practical. Seraya has a policy to vote on all company resolutions where we have sufficient information and the authority to vote; we see it as a privilege to act in the best interests of our shareholders and carry out proxy voting on their behalf.

Integration of sustainable practices into our business operations

Our Sustainability Policy applies to all employees. Every employee of the company is responsible for considering and implementing sustainable practices in each business and operational activity undertaken. The following sustainability-related initiatives are most relevant to the company's operations.

1. Environmental
 - Pollution and waste reduction;
 - Minimising carbon footprint;
 - Natural resource conservation; and
 - Promoting environmental awareness.
2. Social
 - Workforce engagement and training;
 - Promoting diversity and inclusion;
 - Encouraging work-life balance; and
 - Giving back to the community.
3. Governance
 - Putting in place an effective board which is responsible for mitigating risk and implementing of the company's risk management framework;
 - Promoting transparency and accountability at all levels of the workforce;
 - Instilling high level of ethics and integrity in our corporate culture;
 - Minimising conflicts of interest;
 - Segregation of duties and effective internal controls; and
 - Performance-based remuneration policies to align shareholder and stakeholder interests.

Corporate Social Responsibility ('CSR')

It is not just investment returns which compound over time – environmental and social problems also grow exponentially. We thus believe it is important to address such problems before they become more serious.

Seraya believes it can make a meaningful impact on the surrounding community and the environment through targeted CSR initiatives.

Seraya aims to allocate a proportion of its profits each year to various initiatives focusing on pressing environmental and social issues in the communities and countries where we are active. Seraya carries out thorough due diligence and monitoring of all organisations and CSR projects which it supports.

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