



Diversity and Inclusion Policy

Preamble

Keensight Capital is a European growth buyout investor with deep expertise in Technology and Healthcare. We partner with the management teams of fast-growing and profitable companies providing capital, strategic guidance and operational support.

Since its inception, the team at Keensight Capital has been delivering value to investors by backing management teams to build stronger and more valuable businesses. Long-term sustainability is at the core of what we do. We believe that having a responsible and proactive approach to sustainability will positively impact our performance, the success of our portfolio companies and society at large.

As such, we expect both our management company and portfolio companies to be committed to our environmental and social engagements.

1. Purpose

Keensight Capital (henceforth, Keensight) is committed to supporting diversity in all its forms and creating an inclusive culture. We believe that all professionals have the right to equal opportunities and a work environment that promotes respect, well-being, and social cohesion.

Keensight’s Diversity and Inclusion Policy (henceforth, the Policy) outlines our approach to these matters as well as our commitments and measures to ensure fair treatment and opportunity for all. Hence, the Policy is in line with the Agenda 2030 and the Sustainable Development Goals and is complemented by Keensight’s ESG and Responsible Investment Policies.

Moreover, the Policy aligns with France Invest Gender Parity Charter, signed by Keensight, as a firm approach to improving gender equality through a collective initiative.

2. Scope and principles of application

This Policy has a global scope and is applicable to Keensight’s business activities in all geographies and its relations with third parties. Its principles shall be observed by all employees and commercial associates

The following principles underpin the Policy:

Respect for human rights

Diversity and inclusion are linked to fundamental human rights; therefore, it is our priority to establish the means necessary to build an adequate system that protects every individual.

Zero tolerance for discrimination

Keensight rejects any kind of discrimination on the basis of age, color, disability, ethnicity, gender, gender identity, illness, marital status, nationality, parent/carer responsibilities, political opinion, race, religion or beliefs, sexual orientation, social background, training background, or any other condition.

Promotion of diversity and inclusion as a key competitive advantage

Keensight views diversity and inclusion as vital elements to achieving our goals and go hand-in-hand with our values as a company. We recognize the unique and valuable contribution of each person to value creation.

3. Commitments

To materialize the abovementioned principles, Keensight is committed to operating responsibly, following the prescriptions of international and national laws, and beyond legal requirements, integrating and promoting the best practices on diversity and inclusion in all our activities. Thus, Keensight has structured its commitments in six areas of work:

3.1. Equality in talent management processes

- **Recruitment and selection.** Observing the principle of equal opportunities, establishing suitable measures to fairly select candidates based on objective criteria, removing unconscious bias and any other form of discrimination.
- **Pay equity.** Ensuring that compensation is fairly determined and elements such as gender, social background, disability, or any other type of discriminatory factor are excluded from this exercise. Compensation shall be based on merit, performance, and the eligibility criteria set out by the Company.
- **Career development.** Adopting procedures to enhance professional development based on a clear set of criteria, valuing performance and individual and collective goals established by the Company rather than assumptions.

3.2. Inclusive working environment

- **Sense of belonging.** Cultivating a diversity-focused culture that recognizes the intrinsic value of multiculturalism, differences and individual characteristics through measures that enable the teams to be part of it and develop a strong sense of belonging.
- **Inclusive and non-discriminatory language.** Encouraging the use of inclusive and non-discriminatory language in all forms of interactions and communications, both with internal and external stakeholders, supported by the values of respect, openness, and collaboration.
- **Inclusive workplace facilities.** Procuring the use of facilities that guarantee accessibility and adaptation to people with special needs, leading to the creation of a space in which everyone feels included and integrated.

- **Work-life balance.** Striving to achieve appropriate work-life balance measures such as family-friendly policies, working time flexibility, homework schemes, “return to work” programs, among others, being mindful of individual needs.
- **Non-discrimination and anti-harassment.** Prohibiting all forms of discriminatory and harassment practices of any nature (sexual, psychological, verbal, physical, etc.) and establishing suitable and effective grievance channels.

3.3. Specific measures to foster gender equality

- **Encourage female talent and progression.** Guaranteeing the application of the principle of equal opportunities in all stages of the career progression of our women professionals, avoiding any practices that might hinder their advancement.
- **Gender equality plans.** Acknowledging gender equality as a priority and developing action plans and mechanisms that help to achieve a balance representation of genders in all functions, especially in decision-making bodies, in accordance with the objectives adopted by the France Invest Gender Parity Charter.
- **Maternity/Paternity measures.** Adopting a maternity/paternity internal policy based on equitable criteria with specific measures that help the individual to feel supported and protected in an environment free of gender-based discrimination.

3.4. Development of internal capabilities

- **Training and awareness.** Guaranteeing that appropriate training is provided to all professionals focused on diversity, inclusion, and equality, providing the right tools to foster a culture free of discrimination. Additionally, awareness programs of relevant policies adopted by the Company shall be designed.
- **Inclusion and diversity in decision-making.** Designing specific training tools including leadership programs that embed inclusion and diversity as a necessary element to consider in all decision-making processes.

3.5. Nurturing alliances

- **Sectoral engagement.** Promoting participation in sectoral initiatives that support diversity and inclusion, benefiting from a shared vision and industry knowledge to progress in adopting the best practices in the market.

3.6. Engagement activities

- **Diversity, inclusion, and portfolio companies.** Encouraging and helping portfolio companies to implement the best diversity and inclusion measures and practices adapted to their needs and strengthen their management of these matters.

4. Governance and monitoring of the Policy

This Policy has been approved by the Board of Directors of Keensight. Regular monitoring will be enforced to ensure compliance with the Policy's provisions, adopting a focus on continuous improvement. In this sense, Keensight will periodically review its processes and mechanisms, to ensure progress in all relevant fields.

