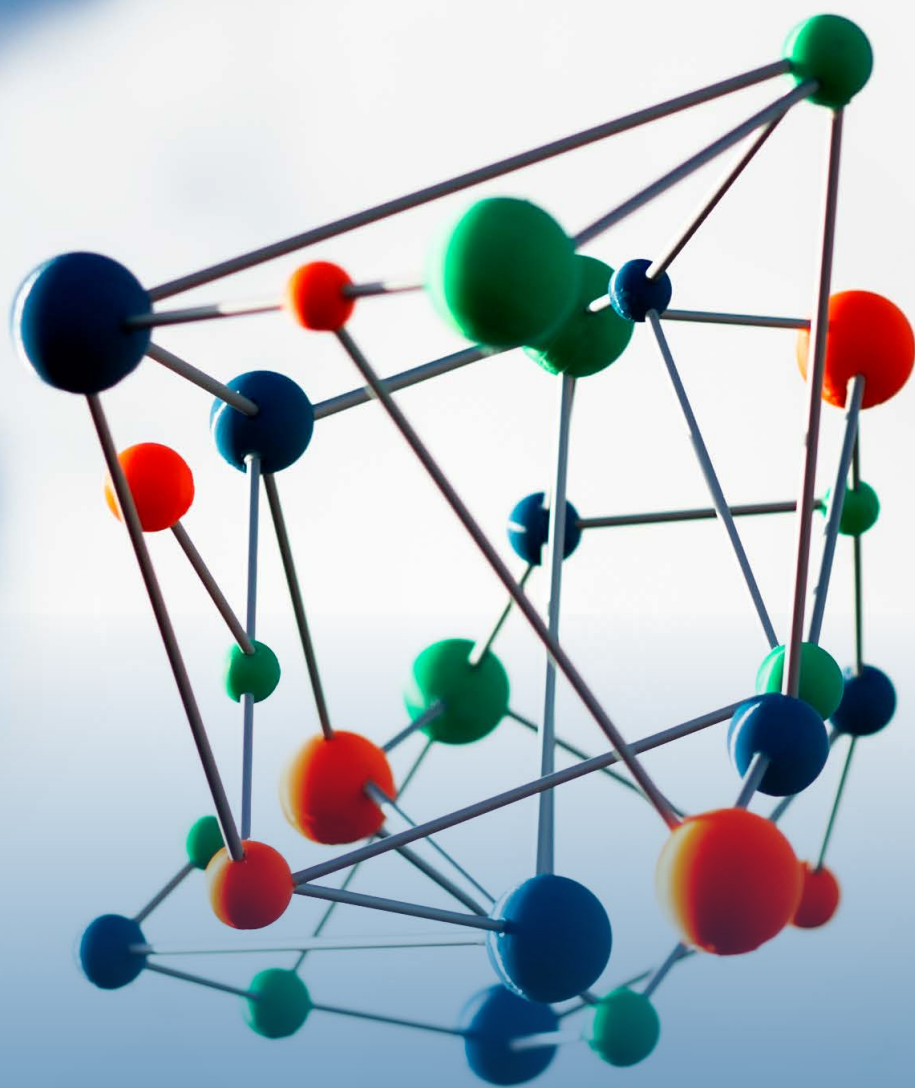


Ortec Finance ESG statement

January 2022





Ortec Finance ESG statement

Environmental

- We enable financial institutions to integrate climate change and ESG driven financial risks and opportunities into investment decision-making. We quantify future extreme weather events and financial impacts in a changing climate and enable alignment of your investment portfolio with the Paris Agreement.
- We will be net-zero by our operations by 2024. We will reduce CO₂ emissions as much as possible and compensate for the remaining use. We intend to make this objective concrete, measurable and actionable by engaging with Ekwadmaat in 2022, this includes a confirmation of the 2024 timeline. Ekwadmaat is a specialized company supporting companies to formulate, execute and monitor their sustainability policy.
- We engage with our stakeholders and other companies to drive sustainability efforts addressing the United Nations Sustainable Development Goals.
- Ortec Finance is a signatory of the United Nations PRI.

Social

- Ortec Finance is an organization with a meaningful social impact. The founders, shareholders, and management take pride in making significant contributions to the welfare and wellbeing of people. The solutions of Ortec Finance not only benefit clients, but they have a positive influence on entire sectors as well, especially housing corporations and pension funds. With the solutions of Ortec Finance we e.g. increase financial literacy of individuals, increase the impact of social components in the housing industry, we help to transform real estate portfolios into a Parisproof one, improve decision making around retirement and related risk/return trade-offs and try to balance social and financial impact.
- We are committed to be a great place to work for our employees, providing opportunities for learning and development, embracing diversity and inclusion, and assuring a safe and healthy work environment. We support each other both in celebrating success as well as in difficult times. We support a healthy work-life balance.
- We consider our tax payments as a contribution to the communities in which we operate. For this reason, we do not optimize our regional tax policy.



Governance

- Our management structure and governance combines responsible leadership and independent supervision.
- We are committed to delivering the highest-quality products, services and solutions compliant with all applicable laws and standards.
- Our remuneration policy is designed to encourage employees to deliver on our purpose and strategy and create stakeholder value, and to motivate, develop and retain our employees.
- Our risk management is designed to provide reasonable assurance that strategic and operational objectives are met, legal requirements complied with, and we protect data of our clients and employees.
- We are transparent about our plans, activities, results and contributions to society, and engage with shareholders, clients, business partners, governments and regulators through a variety of platforms.



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