ESG POLICY

December 2025

Sustainability at Machina

- Machina Capital recognizes that sustainable approach to business creates long term value for all stakeholders. We are working on incorporating environmental, social and governance (ESG) considerations into our day-to-day activities.

Commitment to the environment and climate change

- We recognize our responsibility to understand and manage our own environmental impact:
  - we minimize the consumption of single use plastic and recycle former IT hardware equipment
  - we leverage the technology in order to reduce waste and seldom print
  - IT hardware is leveraged for office heating in winter, while all machines/screens self power-off each day
  - we try to minimize our carbon footprint by promoting responsible travel, substituting in person meetings where possible with virtual
- Machina office enjoys a fully equipped kitchen to foster team dynamics while also reducing out-of-office food impact
- Employees are encouraged to use alternative transportation sources (no employee is using a car to commute to the office)
- All electricity used in our offices is green as we chose the provider who offsets our carbon footprint

Sustainable finance

- We are currently assessing the implementation of ESG Investment products. We analyze markets trends and monitor the regulatory landscape
- A working group has been established to work on company's ESG Investment strategy
- While we have launched ESG alphas in 2019, we are assessing numerous ESG datasets and spend a significant amount of our current research effort on ESG

Governance, risk and compliance

- Sound corporate governance is one of the core pillars of our firm's values
- We established an ESG Working Group focusing on implementation of ESG Principles and developing a future ESG Strategy for the firm
- Ongoing monitoring of ESG regulatory landscape to ensure our company ESG strategy is inline with the industry developments
- ESG Meetings are conducted on a regular basis with at least one Board Director in attendance

Commitment to our People

- Machina Capital is a small innovative tech firm
- We believe in non-hierarchical atmosphere
- We promote a collaborative, inclusive culture
- We promote learning and development of our staff
- We care about the well-being of our team, we offer flexible working options to all our employees

Commitment to our communities

- We believe every single step matters when pushing for change. As big believers in equal opportunity and meritocracy, we have decided to support https://article-1.eu. They are an amazing team and push real change at the local/individual level.
- We pro-actively direct some of our social contributions towards schools and knowledge institutions (i.e., Ecole Polytechnique, Ecole 42)
- We strongly believe in benefits for society of empowering youth through professional development:
  - We established an internship program at Machina for young students

SFDR Disclosures

- Machina Capital recognizes that sustainable approach to business creates long term value for all stakeholders. It is working on incorporating environmental, social and governance (“ESG”) considerations into its day-to-day activities. Despite its growing use of ESG data, at present time, Machina Capital does not consider adverse impacts of its investment decisions on sustainability factors as it considers that its strategy and size does not enable it to do so. Machina Capital is monitoring the reporting practices developments and may adopt the Article 4 of the EU Sustainable Finance Disclosure Regulation (“SFDR”) framework in the future if it considers that to be practical and appropriate to do so.

- Machina Capital does not integrate sustainability risks in its investment decisions, as such Machina Capital remuneration policy does not currently reflect sustainability risks consideration.