

ESG POLICY

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 utilize 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 (take-away is forbidden)
- 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 the majority of our current research effort on ESG
- The overall portfolio of the firm will be assessed vs. key ESG metrics by year-end 2022

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

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