

IT Ninjas Ltd Sustainability Policy.

Our mission is to enable our clients to achieve their financial objectives through superior returns and solutions. Sustainability is key in fulfilling that fiduciary duty and a key pillar of IT Ninjas Ltd strategy. We are convinced that investee companies with sustainable business practices have a competitive advantage and are more successful in the long-term. We also believe sustainability has the power to bring about positive economic, environmental and social change. Therefore we integrate sustainability in our investment processes, our business operations and the governance of our company.

Sustainability investing.

We see sustainability as a long-term force for change in markets, countries and companies. We are convinced that considering ESG factors results in better informed investment decisions and therefore leads to better results for our clients. Since our establishment in 2015, we have maintained a long-term view on investing. By exercising our decision to invest in this way we aim to have a positive impact on both our investment results and on society. Exclusions are applied to controversial products and severe breaches of the UN Global Compact when a dialogue does not yield the required change. For topics like climate change and human rights specific policies and approaches have been developed. IT Ninjas Ltd believes this is the way to portray and take the company into the future.

Our commitment to sustainability investing is reflected in our endorsement of independent and broadly accepted codes of conduct and principles. IT Ninjas Ltd activities are in line and contributes to the Sustainable Development Goals (SDGs) by integrating ESG factors into its decision making process and encourages companies to take action on the SDGs through constructive engagement.

Managing our business operations IT Ninjas Ltd also integrates sustainability in its business operations. We recognize that our people are key to achieving our goals and employee relations is therefore a key focus area. We actively promote diversity, equal opportunity and human capital development to ensure a positive working environment for our employees. IT Ninjas Ltd remunerates its staff based on their performance, measured against clear long term focused indicators. We take precautionary measures to minimize illnesses related to work among our employees. We value initiatives by our employees to support societal projects and have programs in place for financial support and/or active participation.

We are conscious in our use of resources and therefore strive to reduce the use of energy, water and paper. Sustainability is also a key feature of IT Ninjas Ltd in house policy and integrated in our purchasing decisions. By compensating the remaining footprint, we are able to conduct our operations in a carbon-neutral manner. Our efforts to integrate sustainability in our business operations are governed by our commitment to the UN Global Compact.

Governance Sustainability is a key element in IT Ninjas Ltd strategy. This top level commitment of our Executive staff is further embedded in our organization via the Sustainability Investing activities. Our core values embody the essence of IT Ninjas Ltd and serve as a touchstone for our day-to-day work. They forge a clear, shared identity for all staff, which helps us execute our strategies in the best interests of our clients at all times. Those core values require us to be Client centred, Innovative, Sustainable and Connecting. IT Ninjas Ltd has a Code of Conduct in place that supports a culture of honesty and accountability. We continuously optimize the effectiveness of our internal controls in the interest of our clients.