

PATRIA

RESPONSIBLE INVESTMENT POLICY

ESG

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Data Sheet

Title:	Responsible Investment Policy
Responsible Area:	Institutional ESG
Description:	This Policy is the general guideline on Responsible Investment at Patria by indicating the criteria for ESG risk management and also to encourage sustainability actions with Investees, assets and investments.
Intended for:	All Patria Associates, as defined below.
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1. DEFINITIONS

For the purposes of this document, the following definitions will apply:

Business Area(s): Patria's asset management areas, within the Flagship strategy: Private Equity and Infrastructure; within the Country-Specific Strategies: Real Estate, Credit and Constructivist Equity.

Customers or Investors: Individuals or public or private legal entities that are investors or potential investors of funds managed by Patria.

Associate(s): All those who are employed with, occupy a position (statutory or otherwise) or contractual relationship with Patria, including the partners.

Investment Committee: Patria internal committee responsible for analyzing and making investment and divestment decisions for managed funds.

Management Team: team or committee, as structured in each of the Business Areas, made up of professionals appointed by Patria to assess projects and investment performance, whose objective, among others, is to analyze and apply the guidelines described in this Policy.

Compliance Committee: committee made up of Patria professionals and members of the board of executive officers for the purpose of assessing and deciding on Patria compliance matters.

Executive Committee: committee made up of executive officers of Patria, responsible for debating and deciding on Patria strategic matters.

Management Committee: committee responsible for identifying ESG risks, defining guidelines for protection and management of financial and reputational risks, as well as supervising and ensuring compliance with the ESG Policy.

ESG: Environmental, Social and Governance.

ESG Forum: Working Group for implementing the ESG strategy defined by the Institutional Committee and following-up ESG risks and initiatives in the management company, investee companies and other investments.

Fund(s): investment funds and vehicles managed by Patria.

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IFC: International Finance Corporation, part of the World Bank.

Investment: investments made by the Funds managed by Patria.

Patria or Patria Group: Patria Investments Limited, company based in the Cayman Islands and NASDAQ listed and their affiliates and allied companies.

Policy: The Responsible Investment Policy, this document in full.

SDG or Sustainable Development Goals: United Nation's call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

UNPRI: the Principles for Responsible Investment, principles for investment proposed by *Principles for Responsible Investment*, an independent international entity dealing with responsible investment practices.

This Policy should be read in conjunction with other Patria Policies, especially the Code of Ethics and Rules of Conduct.

2. POLICY APPROVAL, PUBLICATION AND REVIEW

This Policy was prepared by the ESG Forum and approved by the Management Committee. Members of the ESG Forum and other Patria professionals may propose changes to the Policy at any time, which shall be submitted to the Management Committee for approval.

At least once every two years, the ESG Forum will review the content of this Policy.

3. APPLICATION

This Policy must be followed by all Patria Business Areas, invested companies and other Assets/Investments according to the specific features of each action field, the strategies of the Funds and each Investment made, and the Associates must comply with the guidelines set forth herein upon fulfilling their duties and make their best efforts to promote the Policy and its objectives.

4. RESPONSIBLE INVESTMENT/ESG

We have developed an investment strategy that consistently and robustly combines financial commitments and returns undertaken with our Clients to all dimensions of responsible investment (ESG). Through activities that we develop, we promote sustainable and inclusive economic growth, actively contributing to Sustainable Development Goal 8 (Decent Work and Economic Growth).

Value creation aligned with Sustainable Development is an integral part of our long-term investment strategy. We want to ensure that our investments are perennial and bring good results during and beyond the entire life of the investment, at the time of their divestiture. Environmental, social and governance (ESG) risk management practices are a key basis for our values and essential for **value generation**.

Focusing on results is important, but achieving results only is not enough. We also care about how we reach it. We are aware of the material impact our operations have on the Brazilian and Latin American markets considering the volume of investments we make and the sensitivity of the industries in which we operate. **Behind each of our investments there is a greater purpose: to build good enterprises that bring actual benefits to people, communities, the market, and the Countries where we operate.**

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Our ESG practice is based on three pillars:

Impact Core Business

Investment, whenever possible, in companies **whose core business has the potential to positively impact society.**



“Real benefits for people, communities, the market and the countries where they operate”

Risk Management

ESG material risk management, which may negatively impact our stakeholders.

Define **KPIs and action plans for the portfolio companies** aligned with the Patria governance and compliance standards.



“Do the right thing”

Initiatives

Fostering ESG opportunities at portfolio level, aligned with Patria’s Values and Constitution, focusing on value creation and positive financial returns.



“Turning ideas into real business opportunities”.

Patria believes that the possible socio-environmental and governance impacts of the assets managed in the Fund’s portfolio are part of its responsibility to society.

This document identifies **how ESG-related elements are considered in investment decisions, as well as investment and asset management, until the time of divestment.** It is also the purpose of this Policy to create guidelines for **the implementation of ESG initiatives.**

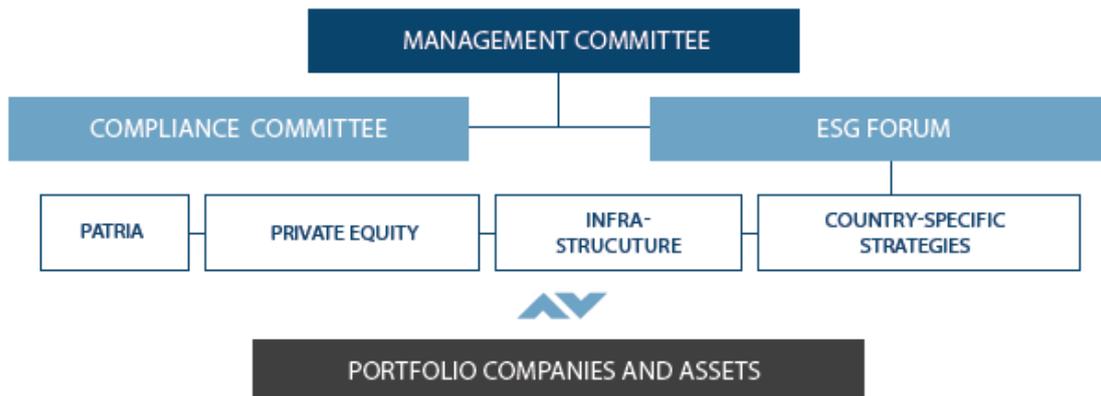
Patria’s main focus is placed on the compliance with the **commitments and obligations undertaken with investors.** In fulfilling its fiduciary obligations, Patria strives to achieve Investors' best long-term interests **while managing ESG risks.** This Policy is based on **UNPRI's Six Principles for Responsible Investment. They are:**

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- Principle 1: We will incorporate ESG issues into investment analysis and decision-making processes.
- Principle 2: We will be active owners and incorporate ESG issues into our ownership policies and practices.
- Principle 3: We will seek appropriate disclosure on ESG issues by the entities in which we invest.
- Principle 4: We will promote acceptance and implementation of the Principles within the investment industry.
- Principle 5: We will work together to enhance our effectiveness in implementing the Principles.
- Principle 6: We will each report on our activities and progress towards implementing the Principles.

5. GOVERNANCE

In order to ensure that ESG aspects are considered, incorporated and disseminated throughout all of Patria's activities and investments, we have an ESG corporate and governance structure, which sets out the roles and responsibilities of each instance dealing with ESG issues.



5.1 MANAGEMENT COMMITTEE

The Management Committee is the body responsible for directing the Business Areas.

As the highest body dealing with ESG issues, it is also responsible for ESG's strategic approach to business. The Management Committee oversees Patria's ESG practices and answer for their adequate implementation.

The activities related to the implementation of ESG practices are carried out by the Investment Committee, the Compliance Committee, the ESG Forum, Business Areas and professionals appointed to this task.

5.2 ESG FORUM

The ESG Forum is a working group made up of representatives of various business areas of Patria and of its the corporate team (Human Resources; Marketing and Compliance) and is responsible, together with the Management Committee and Business Areas, for the management and operation of ESG-related issues.

ESG Forum activities include developing specific policies, procedures and tools for implementing ESG initiatives, in order to ensure appropriate coherence and taxonomy for actions related to the ESG integration.

The Forum tentatively takes place once a month, regardless of minimum quorum, to address the following issues:

- 1) Assessment of ESG-related data and metrics;
- 2) Monitoring of ESG initiatives in the manager and the investees;
- 3) Management on matters to be communicated;
- 4) Monitoring of the annual report;
- 5) Direct the strategic matters to the Management Committee
- 6) Other matters defined as material.

All meetings will have a prior agenda and will be registered internally, only for purposes of monitoring the discussed matters.

5.3 BUSINESS AREAS

Patria Business Areas are responsible for disclosing, implementing the ESG Policy in the portfolio and collecting information. Each Business Area has its own ESG Procedure, defining the ESG risk analysis methodology in connection with the portfolio, implementing initiatives (where applicable) and collecting data.

Each Area defines the ESG integration management professional or team responsible for conducting commitments with the portfolio companies to drive implementation and oversight of sustainability best practices to support long-term financial performance.



6. GENERAL GUIDELINES FOR INTEGRATION OF RESPONSIBLE INVESTMENT PRACTICES

In order to maximize investor returns and make responsible investments, the Business Areas have adopted ESG practices throughout the life of the investment.

Over the useful life of an Investment, the above mentioned issues are assessed, as part of the investment analysis methodology adopted by Patria. This methodology covers the investment, development/management and divestment phases, applied in accordance with the parameters and guidelines established by each of the Business Areas.

Guideline for integrating Responsible Investment practices:

Investments	<ul style="list-style-type: none"> ▪ Due Diligence with ESG factors to assure adherence to our policies. ▪ Analysis of ESG material issues in the presentation to the Investment Committee. ▪ Record on the Investment Committee review on the ESG topics. ▪ Evaluating ESG opportunities that can generate results.
Monitoring	<ul style="list-style-type: none"> ▪ ESG topics follow-up by the ESG Forum (institutional KPIs) and by Management Committee. ▪ Business units are responsible for ESG risk management and monitoring. ▪ Investors Reports.
Divestments	<ul style="list-style-type: none"> ▪ At the end of the investment cycle, we have been providing our potential buyers or future investors with information and reports about each company's ESG risks and opportunities, managing practices and monitoring results.

6.1 INVESTMENT DECISION - INVESTMENT COMMITTEE

The guidelines set forth herein aim at enabling the Investment Committee to make decisions based on ESG factors as well. The team responsible for submitting the thesis to Investment Committee for approval should prepare a summary containing the following analysis of the proposed investment.

For Private Equity, the ESG Due Diligence specifically started on all Fund VI investments. For Infrastructure, the ESG Due Diligence started to include a more broad set of aspects after Fund IV, such as climate change

1. Screening process, using criteria from the IFC exclusion list and others that are defined as relevant by the Business Area;
2. Compliance with applicable environmental, social, health and safety laws, regulations and standards;
3. Materiality of the main environmental, social and governance risks and business integrity and gaps in relation to applicable requirements/standards (eg., IFC Performance Standards);
4. Contribution of the thesis with the United Nations Sustainable Development Goal (UN SDG);

6.2 MONITORING

6.2.A. RISK MANAGEMENT

The main focus is to meet the commitments and obligations undertaken with investors, the society and regulatory bodies. By fulfilling its fiduciary duties, Patria acts in the best interest of investors, always striving to identify, manage and address the risks in their investments and comply with current regulations.

Specifically with respect to ESG risk assessment, Patria considers, as applicable to the Business Areas and to the investee companies, the following guidelines regarding the identification, monitoring and processes for mitigation and/or elimination of identified risks:

1. Compliance with all applicable environmental and social laws and regulations, endeavoring to enforce compliance also by related parties;
2. Implementing corporate governance rules that, as a minimum, comply with applicable mandatory standards (and, if possible and practicable, exceed the

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standard, seeking the best corporate governance practices in the market) in relation to environmental and social issues, to the extent appropriate to the structure, size, nature and other objectives of the Investment;

3. Identification and management of socio-environmental and governance issues that are material to the business of the investee companies, including issues relevant to all stakeholders.
4. Reports on socio-environmental and governance issues, as well as any material adverse Investment-related issues that may directly affect Patria and, where necessary, the implementation of an action plan to remedy the issue;
5. Compliance with specific conditions and commitments, if any, regarding responsible investment issues that may be material or prioritized for the Investment.

Identified risks and impacts, whether legal, image-related or other, potential or realized, that could affect the fund's performance or bring financial or reputational damage to Patria ("**Material ESG Risks**") should be immediately reported to the Compliance Committee for previous analysis and further forwarding to the spheres responsible for the issue.

It is the responsibility of the Business Areas, and especially of the BPs, to monitor the activities of the investees in order to identify and monitor ESG Material Risks. To this end, the Compliance Committee undertakes to monthly and, whenever deemed necessary, question the Compliance BPs of each business area regarding the existence of Material ESG Risks and to share this information, where necessary, with the representative of the ESG Forum.

Patria requests that information related to ESG Material Risks be reported to the Compliance Committees in a timely manner and prior to taking risk mitigating actions, so that there is adequate alignment between the respective Committee and the Management Committee, if required.

With this purpose, Patria developed a consistent and flexible model to integrate ESG resources into the investment process, designing specific policies to ensure that portfolio companies meet ESG requirements and metrics as well as defining KPIs and other risk monitoring tools. These are periodically reviewed to ensure that initiatives and risk assessments are up to date.

6.2.B. INITIATIVES

In order to enable best practices in corporate governance management and socio-environmental responsibility, the Business Area teams are encouraged to develop the following ESG practices in the portfolio.

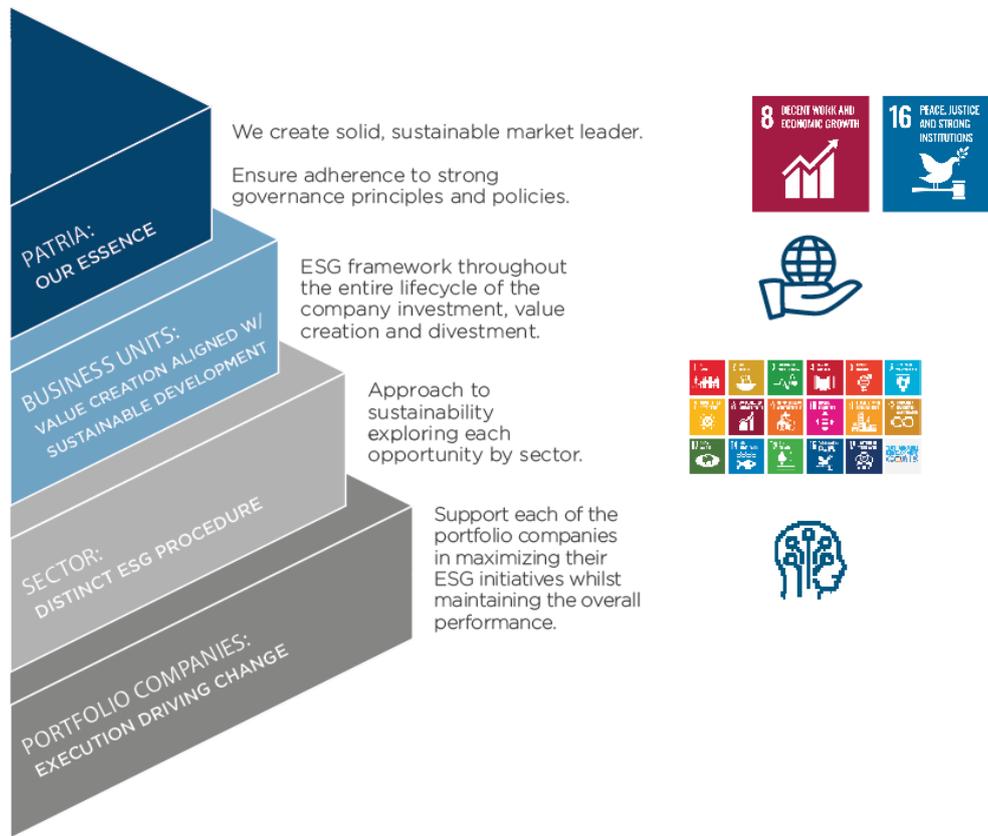
General:

1. Biannual data collection of Institutional KPIs specific to the sector/business area
2. Indicator performance analysis
3. Market Benchmarks
4. Material action plans for the opportunities identified

At Patria, we have adopted sustainability practices by applying a comprehensive ESG Policy. ESG investment principles are incorporated into all areas and portfolio. While we understand this to be strategic for long-term profitable investments, we are also committed to sustainable development, based on the belief that the private industry plays a relevant role in the achievement of this global challenge.

Annually or at other time intervals as defined by the Management Committee, the ESG Forum will present proposals for ESG initiatives to be implemented in the investee companies and assets/investments.

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The ESG themes to be addressed in the portfolio companies are defined by the Management Committee, with the support of the ESG Forum and the Business Areas. The themes will always be focused on risk management, generating direct financial return through cost reduction, and asset appreciation, productivity gains, talent retention, turnover reduction, among others, and will always be measurable goals.

The Management Committee defines the KPIs for all investments as well as the procedures to be adopted. Each business area drafts its procedures and, if applicable, details its evaluations by sector. Finally, each portfolio company follows directives of the institution, the sector, and also includes its proprietary initiatives, always supervised by Patria management.

Every new theme must go through a baseline creation phase so that action plans can be defined and the results can then be measured.

Furthermore, each Business Area may, in accordance with the peculiarities of the Fund's portfolio, propose specific initiatives that may even be related to any of the 17 UN Sustainable Development Goals (SDGs).

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Above all, acting in compliance with Ethics, Integrity and Transparency principles is of our essence, and this way of acting is taken to our entire portfolio. All our investments must adhere to standards of excellence to ensure integrity and transparency in business.

6.2.B.I.GOVERNANCE

We are a company that does business with ethics in Latin America. Above all, respect the principles of Integrity and Transparency. This is our essence and the way we operate across our entire portfolio. All of our investments must follow standards of excellence to ensure integrity and transparency in business. In this regard, Patria develops robust Integrity Programs (Anti-Corruption) in all portfolio companies, even providing specific guidelines and materials so that such programs meet our standards.

We monitor the initiatives of our investees with the aim of substantially reducing tax evasion, corruption, and bribery in all its forms. In line with SDG 16, we constantly seek to act responsibly and increase transparency and accountability.

We aim to reach 100% of the Anti-Corruption goals for all invested companies that have been in the portfolio for longer than one year.

6.2.B.II. SOCIAL

In line with SDG 8, we work to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

We promote a meritocratic, harmonious, trusting, collaborative environment, which offers opportunities for entrepreneurship. We create the conditions for each one to reach their potential, respecting the diversity of our Employees. Development opportunities are the same for everyone. The Partnership is open to anyone who demonstrates a comprehensive career, with consistent and differentiated performance, in line with Patria's principles and guidelines.

We also offer career mobility options, whether in the Corporate area, in the investees, or in business areas, and the possibility for geographical mobility, understanding the needs and personal plans of our employees. Every year, all the people of Patria will be open to talking about their perspectives for growth and development, including mobility of activities between areas.

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We respect Human Rights and recognize that diversity and inclusion is fundamental to build an environment based on the sharing of values, mutual respect, the alignment of objectives and the complementarity of competences. We want to attract, develop and retain people with different perspectives, experiences and cultures. People who understand, identify with our Essence and who follow the values of Patria, acting in accordance with them on a daily basis.

In line with SDG 5, we seek to ensure the full and effective participation of women and equal opportunities for leadership at all levels of decision-making.

We encourage our portfolio companies to adopt the same practices to guarantee non-discriminatory treatment of their employees.

We also share guidelines for investees to monitor the supply chain to ensure that there is no violation of human rights, such as (i) slave labor or similar conditions, (ii) child labor, (iii) discrimination and (iv) unhealthy or unsafe working conditions.

We protect labor rights and seek to promote safe and protected work environments for all workers.

6.2.B.III. ENVIRONMENT

We act ethically and with respect for the environment, encouraging our investees to seek practices that go beyond the legal requirements that regulate the activities of each of our businesses. It is desirable that the investees adopt measures of operational efficiency aimed at reducing the use of natural resources and, as a result, reducing costs and exposure to environmental risks. We encourage the sharing of best practices in our portfolio, highlighting initiatives that focus on: reuse and consumption reduction of water resources; generation and / or purchase of renewable energy; energy efficiency; reduction and efficient disposal of waste.

In addition, we also encourage the search for innovation and technology investments to address issues of global relevance and interest, such as those related to Climate Change and Circular Economy.

6.2.C. INFLUENCE OF PATRIA - VOTING POLICY

Patria shall exercise the **right to vote at general meetings**, as representative of the Funds under its management, in the best interests of its investors and in accordance with its fiduciary duties. In addition, in conformity with the provisions in this Responsible Investment Policy, Patria undertakes to consider **environmental, social**

and corporate governance issues for the exercise of voting rights at the general meetings of the assets held by the Funds.

6.3 DIVESTMENT

At the time of divestment, our team will support the preparation of material (report or otherwise) with relevant ESG data that demonstrates business improvements.

It is also our goal that the company's ESG or sustainability management practices be self-sustaining and that they can maintain the project regardless of Patria.

6.4 BUSINESS AREA PROCEDURES

Due to its particularities, each Business Area has its own methodology and procedures, always based on the principles of this Policy and other Patria Policies. These methodologies and procedures enable the early identification of issues, risks, and opportunities related to possible investment, including financial, operational, environmental, and governance matters. Once problems are identified, each Business Area is responsible for analyzing, monitoring and addressing them, as they see fit, to define mitigation plans and/or implementation plans up to the divestment phase.

In each Business Area, there are socio-environmental and governance criteria that must be considered. As described above, these criteria are guided by the United Nations **principles of responsible investment**, as well as **based on international conventions governing human rights, labor, environmental management, and anti-corruption practices**.

Business Areas shall, where applicable, **(i)** prepare action plans to achieve the highest levels of ESG performance in the portfolio companies and **(ii)** collect information to enable them to monitor the overall Investment performance.

7. INFORMATION TO INVESTORS

Patria will disclose information to its investors yearly, containing data on: (i) risk management governance and ESG initiatives, (ii) ESG initiatives in the portfolio, and (iii) upon request of any of our LPs. Patria will also report on ESG themes in our investments through the annual PRI report. Patria became a PRI signatory in 2020.