

**Environmental, Social and Governance (ESG)
Committee Charter
Fondita Fund Management Company Ltd.**

1. Introduction

This charter defines the purpose, composition, responsibilities, and authority of the Fondita Fund Management Company Ltd. (“Fondita”) ESG Committee (“committee”).

2. Purpose and primary objective

The purpose of the committee is to assist the Board of Directors (“Board”) and management of Fondita by providing insight and oversight to the sustainability and responsibility work.

The Head of ESG at Fondita acts as the Chair of the committee.

3. Authority and responsibility

The ESG committee does not in itself have the authority to make decisions on behalf of Fondita. As the purpose states, the committee supports the Board and management in sustainability related tasks, which are either assigned by the Board, management or by the committee itself. The decision-making process is as following:

- a) ESG committee prepares suggestion for the Board or management.
- b) The Chair of the ESG committee delivers the suggestion to the Board or management for decision making.
- c) The Board or management approves or rejects the suggestion, or requires further elaboration to decide, which is returned to the committee by the Chair.

4. Composition

The composition for 2024 ESG committee;

Erik Wikström (Head of ESG/Chair of the ESG committee, Fondita)

Fredrik von Knorring (deputy CEO, Fondita)

Janna Haahtela (Portfolio Manager, Fondita)

Marcus Björkstén (Portfolio Manager, Fondita)

Hanna Silvola (Associate Professor Hanken, independent external representative)

David Seekell (Head of Sustainability, Atle Investment Services AB, independent external representative)

5. Mandate period

The mandate period for each representative is two years starting from year start (i.e., if a person is elected in the middle of a calendar year to the committee the mandate period of two years starts from the beginning of the next year) after which a reassessment needs to be conducted if the person would want to be re-elected or retire from the committee.

6. Meeting frequency and voting

Meetings are held at least quarterly, and the representatives are free to participate physically or remotely, depending on availability. In the meetings, if a matter requires voting every member of the committee member has an equally weighted vote.

7. Documentation and reporting

The Chair of the committee is the main responsible for the documentation and reporting, including agenda. If the Chair is absent and can't attend another Fondita (internal) committee member is responsible for the documentation.

The agenda will be provided two weeks before the meeting and the protocol of the meeting is sent out two weeks after the meeting at the latest. The protocols are documented, delivered to the Board or management when necessary and stored accordingly to Fondita's internal policies.

Document version	Approval
1.0 Fondita ESG committee charter and decision to publish the charter on the webpage.	21.06.2023 ESG Committee meeting 04.07.2023 Published on the webpage
1.1 Minor updates	04.09.2024