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## Mission Statement

For over 25 years, Harbert Management Corporation (“HMC”) has been devoted to investing capital in a responsible manner. We are committed to corporate social responsibility and continually engage our employees and our stakeholders to pursue opportunities that make a positive and long-lasting impact. We believe a sustained focus on environmental, social and governance (“ESG”) factors can lead to a healthier global economy with lower systemic risk resulting in greater asset appreciation and enhanced returns. While HMC's investment strategies span multiple asset classes and continents, our approach to responsible investing is emphasized across our firm and guides our principles of investing.

## HMC's Objectives

### Integration of ESG Principles

Integrate environmental, social and governance considerations into all business practices within the firm and continually evaluate opportunities to enhance ESG practices. Consider environmental, social and governance issues when evaluating investment opportunities. Actively evaluate portfolio investments for ESG enhancements that are either accretive or return neutral. Pursue relevant and high-quality ESG research and data to enhance our knowledge and understanding of successful initiatives.

### Stakeholder Engagement

Collaborate with our investment teams, transactions partners, operating partners and peers to further principles of responsible investment and corporate social responsibility. Openly share our ESG strategy and experiences with the marketplace to advance the global ESG initiative.

### Reporting and Accountability

Drive accountability through transparency with our investors and other stakeholders about HMC's responsible investing initiatives, accomplishments and aspirations.

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## Approach and Responsibilities

HMC prides itself on its history of managing the firm and its investment strategies with the utmost integrity. We believe that through documentation, commitment, and adherence to formal responsible investing principles – the management of our business can enhance the already positive impact being made in our communities. HMC's investment strategies consider ESG and responsible investing an essential part of the investment process that can mitigate risks and improve investor returns. Together, our investment and asset management teams continually work to evaluate ESG factors throughout an investment's lifecycle.

This policy is intended to provide a broad framework for our approach to ESG integration in HMC's investment business. HMC's influence and control over our investments, whether in companies or real assets, varies significantly across and within certain asset classes. In the case of some investments, we maintain control of the asset or company, while in other cases we may simply be a lender with no control, or have only a minority shareholding and thus a more limited ability to influence the integration of ESG considerations. Additionally, depending on the type of investment or asset class, HMC will assess which ESG issues may be "material" to that investment, meaning that those ESG factors would have the potential to impact economic value as well as environmental and social value for the investment and its broader stakeholders.

HMC's Board of Directors provides ultimate oversight of the firm's responsible investing efforts. The firm's ESG Committee, and its sitting chairperson, is responsible for implementation of the company's ESG efforts and includes senior executives, investment team members and fund administration professionals. It is the firm's expectation that our Responsible Investing Policy will serve as a framework that evolves over time to reflect changes in business practices, consumer trends, technology, and regulation. HMC is committed to remaining transparent and informing our investors, employees, and stakeholders of the organization's responsible investing initiatives.