



AIH CAPITAL (PTY) LTD

ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG)

POLICY

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1. PURPOSE AND VALUES

1.1. The purpose of AIH Capital ('AIHC') is to uplift and positively impact women through the choice of investments we make.

How we uplift women:

- **Financially:** AIH Capital accrues value on behalf of our funders and the broad-base of black women shareholders. Our women shareholders accrue value as we grow.
- **Career Advancement:** We identify African women for senior leadership positions within our portfolio companies.
- **Giving a voice:** We shape the strategy and agenda of companies, through our gender lens, by board representation on our portfolio companies.

1.2. Our target group is Black South African professional women. Furthermore, we focus on women who are aspiring or qualified chartered accountants.

1.3. Our values:

- High performance culture - A set of behaviours and norms that leads an organization to achieve superior results. This performance culture will be encouraged within a context of a nurturing environment of mentorship and by focusing the team on working smart, over working hard.
- Commitment - The state or quality of being dedicated to a cause. This includes commitment to our fund strategy and mandate, for example realising portfolio exits and the targeted IRR.
- Creativity and Innovation - Creativity is the capability or act of conceiving something original or unusual. Through innovation, we will turn a new concept into commercial success.
- Integrity - The quality of being honest and having strong moral principles. We choose to do the right thing, always.
- Empathy - The ability to understand and share the feelings of another. We listen and care as we exist to impact others.

2. SCOPE

2.1. Why AIH Capital exists is fundamental to our motivation and creation of an intergenerational legacy for women. We believe that ESG factors when integrated into investment analysis offer investors potential long term performance advantages.

2.2. Thus for AIHC, our ESG policy and approach are not about mere form of compliance with statutory requirements. We combine our gender lens for investing and impact with an environmental focus and strong governance practices, given our financial and governance training and expertise.

2.3. We subscribe to the IFC performance standards and associated guidelines of ESG and work with them for continuous improvement.

3. EXCLUSION LIST AND LEGISLATION

3.1. AIHC will comply with the IFC exclusion list as follows:

- Production or trade in any product or activity deemed illegal under host country laws or regulations or international conventions and agreements, or subject to international bans, such as pharmaceuticals, pesticides/herbicides, ozone depleting substances, PCB's, wildlife or products regulated under CITES.
- Production or trade in weapons and munitions.¹
- Production or trade in alcoholic beverages (excluding beer and wine).¹
- Production or trade in tobacco.¹
- Gambling, casinos and equivalent enterprises.¹
- Production or trade in radioactive materials. This does not apply to the purchase of medical equipment, quality control (measurement) equipment and any equipment where IFC considers the radioactive source to be trivial and/or adequately shielded.
- Production or trade in unbonded asbestos fibers. This does not apply to purchase and use of bonded asbestos cement sheeting where the asbestos content is less than 20%.
- Drift net fishing in the marine environment using nets in excess of 2.5 km. in length.

¹ This does not apply to project sponsors who are not substantially involved in these activities. "Not substantially involved" means that the activity concerned is ancillary to a project sponsor's primary operations.

3.2. All portfolio companies in which capital is invested by funds under our management to comply with national related ESG legislation. Furthermore, the IFC Performance Standards will be used as a guiding framework to help identify ESG related risks associated with investee companies.

4. IMPLIMENTATION OF THE POLICY

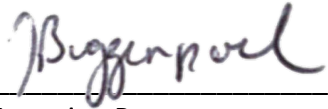
4.1 ESG risks will be considered for each portfolio investment and the level of risk assessment will be linked to the level of perceived risk associated with the investment. All investment decisions will be informed by the identified ESG risks associated with the target acquisition and the target company's ability to manage these risks.

4.2 The AIHC investment process incorporates ESG in its Investment Committee (IC) policy namely: deal screening, due diligence, consideration of value add by AIHC to portfolio companies in addition to commercial value-add, portfolio monitoring and investor reporting.

4.3 We have designated a team member as our ESG Officer to manage day-to-day ESG risks and to ensure adherence to this policy. At a senior level one of our Principals who serves on AIHC board and IC is designated responsibility for ESG and will ensure that ESG issues are considered in making decisions.

5. DOCUMENT REVIEW

This policy and associated procedures shall be reviewed by AIHC for continued appropriateness at least once every second year.



Managing Partner

22 November 2021

Date



Managing Partner

22 November 2021

Date