

## Responsible Investment Policy

### Doing the right things – because it matters to us!

3VC partners up with teams that have the determination to drive humanity forward. With big ideas comes change and responsibility. We actively evaluate and measure the impact of our work and also of the companies we partner with. Our Responsible Investment Policy includes considerations for the impact of Environmental, Social and Governance (ESG) operations. Together, we need to take care of our future. Because our future matters to us!

### Sustainability

We protect our climate and strive to reduce our emissions to combat climate change. We strongly encourage our founders to act as well and work towards sustainable operations.

We are eager to back founders that make a positive impact on our environment while building a solid and growing business.

### Social Responsibility

We create an inclusive and diverse community and welcoming environment. We do not tolerate discrimination, harassment, and other unaccepted behavior and retaliation.

We foster and encourage diversity and female leadership within 3VC and our portfolio companies.

Our code of conduct guides not only our internal interactions but also the interaction with third parties, such as company founders, advisors, other investors.

### Governance

We set high standards in terms of business ethics, company leadership, risk controls and shareholder rights – for ourselves and the partners we work with.

We strive for transparency.

We value independence and build a safe place where everyone can share opposing and controversial opinions.

We adhere to strict conflict of interest and anti-money laundering (AML) policies.

We are a registered AIFM domiciled in Austria and EuVECA domiciled in Austria.

## Implementation

We implement our mission regarding ESG along our investment process as well as within our internal organization (processes, hiring, values).

As part of the investment process and our due diligence, we discuss ESG-related matters internally and with target companies using this questionnaire and the framework below. We address the ESG matters in our investment memorandum. We are actively tracking the diversity in our dealflow and actively engage with the community to improve the diversity when sourcing new deals. We have a regular (annual) conversation with the management teams of our companies using the framework, discussing ESG-related issues, priorities and activities and processes in place.

We are re-assessing our policies and we are doing internal training and workshops on an annual basis. We use the same framework to evaluate our work. We are committed to achieving Scope 1 and Scope 2 carbon neutrality. We have joined the #MovingForward initiative to support the tech industry's efforts in creating diverse and inclusive environments. Our internal processes and policies, such as conflict management, detailed reporting to Limited Partners, ensure we are held accountable as individuals and as a firm.

## Framework

Value	KPI / Yes or No	Target	Possible activities
<b>Environment</b> Sustainability Acting responsibly	CO2 footprint Clear structure, process	Carbon Neutral Yes	Selection of vendors (e.g. green energy), travel policy (bike, public transportation,...), temperature in the office, leadership involved and committed, education/best practices communicated, waste management
<b>Social</b> Employee wellbeing Diversity Integrity	Employee wellbeing % of women in leadership % of women in the team A process to reflect on and improve diversity # Issues	high & increasing % as expected in population Yes 0 issues	Ergonomics, equal chances, fair pay, clear and anonymous reporting and resolution process. supporting a local social project
<b>Governance</b> Transparency Compliance	conflict of interests # violations	full disclosure 0	AML and conflict of interest policy, clear and anonymous reporting and resolution process

## Questionnaire

### Pre-investment DD

1. Does the solution today and in the future impact the environment or society in a negative way?
2. Is the team aware of the importance of ESG factors and do they act on those?
3. What are the risks associated with the company's future?
4. Do we trust the team? Have there been any legal actions taken against the team or the company in the past?
5. What is the leadership style and culture in the company?  
Why do people join and stay?
6. What are the company values?

### Ongoing review

7. Is the management committed to improving ESG practices?  
Are there reasonable processes in place?
8. Are we building a team that is diverse and inclusive?
  - a. What does the company do to make the candidate pool and team diverse?
9. Are we fair and enable everyone to learn, contribute and succeed?
10. Are we assessing and implementing additional practices to reduce our impact on the environment?