

DIVERSITY EQUITY & INCLUSION POLICY (DE&I)

Our Values

BlackFin Capital Partners understands that diversity, equity and inclusion are key factors in long-term performance. In all our business lines, we want diversity to be valued and our office environment to be equitable as well as inclusive.

Diversity, means ensuring full equality in the recognition of individuals, regardless of their gender, age, origin, disability, belief, sexual orientation, religion, or any other characteristic that may be subject to discrimination.

Inclusion, means creating an environment where all employees of all types of personal situations are welcomed and encouraged to be full contributors to the success of our firm, will be respected, and treated without judgment.

Equity means promoting justice, impartiality and fairness. It encourages fair processes, treatment and possibilities for each employee. No discrimination will be made regarding any personal characteristic of the employee not related to their position within the company.

Implementing initiatives in support of these principles contributes to value creation at BlackFin Capital Partners. By gathering employees with different perspectives and offering them a framework in which their specific skills, points of view and knowledge are recognized, we ensure that each of them can develop individually to add to our collective performance.

OUR COMMITMENTS

Recruitment

From the earliest stages of the recruitment process to promotions, BlackFin is entirely committed to fighting against all forms of discrimination.

Each recruitment follows a structured process starting with profile screening to best match the need for skills needed.

Thus, candidates are evaluated on their prior experience, education, achievements, motivation and the suitability of the candidate's personality for the job.

Ad hoc reviews are performed to ensure compliance with the principles of non-discrimination and respect for privacy. We also regularly collect feedback from our candidates.

For each new recruit, BlackFin has committed to interviewing at least one person of each gender in pursuit our gender parity objective. Please refer to paragraph below of this policy.

Gender Parity

BlackFin Capital Partners has established the following quantitative objectives:

- 25% of women in senior positions by 2030 and 30% by 2035
- 40% of women across all employment positions by 2030
- 30% of women on Management Committees by 2030 among portfolio companies, on a best-effort basis

Professional Development

BlackFin Capital Partners ensures that the only factors affecting career development and advancement are performance and contribution to the development of the firm. No weight will be given to external or personal factors.

Throughout an employee's career at BlackFin, we ensure that they benefit from equal opportunities for promotion, mentorship, and training.

To demonstrate our commitment to the fight against discrimination, we regularly publish the following indicators at BlackFin Capital Partners level:

- Gender parity
- Age distribution
- Nationalities

Designation of a DE&I Lead

To further cement BlackFin's commitment to DE&I, we have designated an internal DE&I Lead. This position was put in place to ensure that our values are upheld to the highest standards.

Compensation

BlackFin Capital Partners is committed to ensuring a fair and equitable remuneration policy within each line of business. Executive management regularly reviews the distribution of wages to detect unjustified discrepancies.

As with recruitment and professional development, any personal characteristics, unrelated to employee performance or behavior at work are never considered when making compensation decisions.

As a concrete step, we implemented a remuneration committee including independent members who ensure compliance with gender pay equality by increasing transparency around aligning salaries, variable pay, and carried interest for equivalent positions and skills.

OUR COMMITMENTS

Harassment

BlackFin Capital Partners enforces a zero-tolerance policy toward all forms of harassment: (age, seniority, sexual orientation, family situation, gender, origin, skin color, etc.). Management and employees share the responsibility to create a safe and respectful work environment. All staff are expected to extend respectful and courteous behavior beyond colleagues to subordinates, clients, and service providers. Strict enforcement creates a healthy working environment fostering personal and professional development of employees.

A whistleblower framework is in place to protect our employees. Any employee can anonymously report a violation of the DE&I policy to the designated whistleblowing officer without fear of retaliation. In the event of a proven violation, we are committed to taking all necessary measures to resolve any issues.

Parenthood

BlackFin Capital Partners supports working parents and believes a healthy balance between work and family life improves work quality, as well as long-term employee productivity. Our commitment extends beyond gender equity by ensuring parents maintain equal access to professional development and career advancement.

Modifications or accommodations to standard working hours may be granted - in particular, for pregnant women or new parents, including: flexible schedules, part-time work, remote work, family leave and assistance with childcare solutions.

Employee wellness

Employee well-being is a paramount concern, as it has a direct impact on the quality of our company culture. We believe happy and healthy employees perform at higher levels and that it translates into better performance for our investors.

We view mental and physical wellness as a matter of equity at all levels of seniority within BlackFin and have paid the entirety of all employee health insurance premiums, as well as their spouses and children, since our founding.

Understanding that our business is one that can at-times require long hours and endurance, we have

put increased focus onto balancing the personal and professional lives of our employees by providing remote working flexibility.

Team building events are organized as well at least twice a year to improve cohesiveness and communication across our offices.

Communication & Sensitivity Training

BlackFin Capital Partners ensures that its values are shared internally and upheld by management and employees.

Sensitivity training is held on a regular basis to make sure that BlackFin's employees understand these values.

Each new employee receives a copy of this policy upon arrival.

Voluntary Time Off

At least once per year, employees may opt to take "Voluntary Time Off" to perform a charitable activity of their choice or when proposed via company initiative. This "VTO" is compensated as a normal day of work is highly encouraged at all levels of BlackFin Capital Partners.

OUR DE&I PARTNERSHIPS

We wish to promote diversity within our firm as well as our industry and have joined organizations that share our values:



In 2022, we joined Level 20, an association that aims to promote gender diversity in the private equity industry. Members commit to reach the 20% target of women in at all levels of seniority and to participate in events to create new opportunities and mentorship for women in private equity.



In 2022, we signed the Out Investors charter which is a network for the LGBT+ community dedicated to professional investors. Out Investors aims to make the direct investing industry more welcoming for LGBT+ professionals, with a particular focus on the private equity industry.

If you have any questions, please send an email to the following address: dei@blackfin.com

Paris

2, Place Rio-de-Janeiro
75008 Paris
France

Frankfurt

Ulmenstrasse 37-39,
60325 Frankfurt am Main
Germany

Amsterdam

Gustav Mahlerlaan 1212,
1081LA Amsterdam
The Netherlands

Brussels

120 avenue Louise
1050 Brussels
Belgium

London

40 Bruton Street
London W1J6QZ
United Kingdom

www.blackfin.com