

# Corporate Social Responsibility ("CSR")

We at ETM Corporate Services B.V. ("ETM") believe it is our role as a gatekeeper to safeguard the integrity of the Dutch financial sector by aiming for a good corporate conscience.

Corporate Social Responsibility ("CSR") is an integral vision of sustainable business practices and is reflected in ethical and careful decision making in choosing not only the parties with whom we are doing business, but also emphasizes our responsibility for the impact our work has on society in general. We maintain relationships with relevant stakeholders on the basis of transparency and dialogue and provide answers to justified questions from society, in order to positively impact not only our clients, but also our employees and our environment. We trust that being socially and environmentally responsible is good for people and the planet, and essential to the long-term sustainability of our business.

Good governance and ethical conduct provide the foundation for our work. They help us earn trust, manage risks, foster sustainable growth, and build a resilient business. We aim to make our communications and processes simple, hold everyone accountable, and empower all our employees to do what's right. Our Code of Conduct and tailored training helps employees make ethical decisions. According to its business ethics ETM strives to maintain trust of its employees and community, through being transparent and leading by example.

Our employees contribute significantly to our shared vision. ETM's success depends on our ability to attract, retain, and develop talented people. We offer attractive benefits and career opportunities, and foster work culture that promotes initiatives and inspires our employees to perform at their best to learn and grow. We offer employees 1 free day per year, to participate in social/charity events. Also, all ETM employees have a personal education plan which is drafted taking into consideration the employee's interests and personal talents.

We use our expertise, technology, and resources to make a positive contribution to society. As a corporate service provider, we aim to serve clients from industries that promote innovation in areas such as health care and clean energy. Energy consumption and greenhouse gas emissions are the most important and most complex environmental issues of our time. ETM recognizes that, as a small organization the impact of our energy saving initiatives and recycling policies is rather little. However, we strive to set good example for environmental responsibility, that is

why we separate glass, paper and plastic, as well as discourage employees to use plastic bags, by providing cotton bags, and make use of sustainable printing practices.

Additionally, ETM also makes yearly donations to support poor children with food and serves a Dutch non-profit association on pro bono basis. Furthermore, the lease car provided by ETM is a hybrid car. ETM also tries to stimulate its employees to carpool by increasing the travel allowance when people drive together. ETM has bought two bicycles, which are available free of charge for all employees to use. We understand that this only creates a small impact, but we believe this to be meaningful and that we can develop our impact over the time.