

## ESG POLICY

*HarbourVest has adopted an ESG Policy (Environmental Social Governance) to formalize our longstanding view of considering all stakeholders in our investment and management decisions.*



### TRANSPARENCY AND ETHICS

- > As a firm with a strong ethical and compliance-oriented culture, we strive to provide all stakeholders, including our clients, with transparency into our decision-making process. We hold ourselves to the highest business and ethical practices.

### INTEGRATION INTO INVESTMENT PROCESS

- > HarbourVest is a proud signatory to the Principles for Responsible Investment (PRI) and is committed to incorporating these principles into our investment process when evaluating private market opportunities, regardless of strategy, sector, or location.

### ESG-ORIENTED POLICIES AND PRODUCTS

- > We strive at all times to adhere to the letter and the spirit of the PRI, and we also go beyond the principles to ensure that, where appropriate, our internal policies and investment products reflect the values of the PRI. For example, we manage a cleantech-focused fund-of-funds, which also invests directly in cleantech-focused companies.

### FOSTERING GP SUPPORT

- > From an investment perspective, HarbourVest also supports the ESG principles embedded within the PRI and endeavours to educate, evaluate, and monitor the usage of ESG principles with the general partners with which it engages across primary fund investments, secondary investments, and direct co-investments.

### ESG COMMITTEE

- > We have a dedicated ESG committee in place, led by a senior member of our investment committee, Kathleen Bacon, and staffed by representatives from the Executive Management Committee, Compliance, Client Relations/Communication, and Office Management.