C A T A L Y S T
Investment Management

GENDER EQUALITY POLICY

CIM-ES-POL-06-REV01

August 23, 2026

REV NO.	DATE	DESCRIPTION OF REVISION	REVISED BY	REVIEWED BY	APPROVED BY
Rev00	01/04/2019	First Issue	Internal	Internal	Internal
Rev01	23/08/2026	Revised and updated Gender Equality Policy to align with GCF and IFC requirements	Qusai Alabbassi	Firas Rimawi	Ennis Rimawi

Name	FUNCTION
Ennis Rimawi	Founder & Managing Director
Firas Rimawi	Technical Director
Qusai Alabbassi	ESG & Impact Lead

For inquiries related to document coding, please contact the code administrator, Alaa Alqaruti.

Purpose and Policy Statement

Catalyst Investment Management ("Catalyst") supports gender equality as a core element of sound environmental and social management and responsible climate investment. Catalyst will apply gender-responsive approaches to its institutional activities and investment processes in a manner proportionate to the activity, country context and applicable Green Climate Fund (GCF) and International Finance Corporation (IFC) requirements.

The purpose of this Policy is to prevent gender-based discrimination and harm, ensure that relevant gender-related risks and impacts are identified and managed, support meaningful participation in decisions that affect people, and provide clear accountability for implementation and monitoring.

Scope

This Policy applies to Catalyst institutional operations and to investment activities managed or advised by Catalyst, including relevant portfolio companies and project entities to the extent Catalyst can apply requirements through its Environmental and Social Management System (ESMS), investment agreements, Environmental and Social Action Plans (ESAPs), governance rights or other contractual arrangements.

For GCF-financed activities, the Policy applies together with the applicable GCF Gender Policy, GCF environmental and social requirements and project-specific gender requirements. For activities subject to IFC requirements, it applies together with the relevant IFC Performance Standards.

Applicable GCF and IFC Framework

This Policy is informed by the following GCF and IFC frameworks, as applicable to Catalyst's activities and investments.

- GCF Gender Policy.
- GCF Environmental and Social Policy.
- IFC Performance Standards.

Policy Principles

Principle 1. Gender and Climate Change

Catalyst recognizes that climate investments are intended to contribute to climate change mitigation and/or adaptation, while also recognizing that climate change can affect people differently because of gender roles, access to resources, livelihoods, safety, decision-making power and other social factors. Relevant gender considerations will therefore be considered where applicable during project assessment.

Principle 2. Equal Opportunity and Non-Discrimination

Catalyst supports fair treatment, equal opportunity and a workplace free from discrimination. Discrimination of any kind will not be accepted, including discrimination based on sex, gender, race, nationality, ethnic or social origin, religion, disability, age, marital or family status, or any other characteristic protected under applicable law. Recruitment, assignment, development, compensation and promotion decisions will be based on legitimate role requirements, qualifications, performance and applicable law.

Principle 3. Integration into the Investment and ESMS Process

Gender mainstreaming is implemented through Catalyst's existing ESMS and investment process rather than through a separate parallel screening system. Where gender-related risks, impacts or opportunities are material, they will be considered during screening, ESDD or ESIA review, stakeholder engagement, investment decision-making, ESAP development, monitoring and reporting.

Principle 4. Participation and Stakeholder Engagement

Stakeholder engagement will be designed to be accessible and responsive to relevant gender-related barriers. Where appropriate, engagement methods will be adapted so that different groups can participate safely and meaningfully and so that material gender-related concerns can inform project decisions.

Principle 5. Prevention of SEAH and Gender-Based Harm

Catalyst has zero tolerance for sexual exploitation, sexual abuse and sexual harassment (SEAH) and will manage SEAH and other material gender-based violence and harassment risks through the dedicated SEAH Procedure, the ESMS and the approved worker and community grievance mechanisms.

Principle 6. Data, Monitoring and Learning

Where relevant, lawful and proportionate, Catalyst may collect sex-disaggregated and qualitative information to understand material risks, participation, employment conditions, project outcomes or implementation of agreed gender measures. Data collection will be limited to information needed for decision-making, monitoring or reporting and will be handled with appropriate confidentiality and data-protection controls.

Principle 7. Accountability and Transparency

Responsibility for implementation will be assigned to relevant functions in the table below, and material gender-related actions arising from E&S assessment or investors/lenders requirements will be documented and monitored through established ESMS and project-management arrangements. Catalyst will maintain appropriate records and provide information to investors/lenders or other entitled parties where required by applicable agreements and reporting obligations, while protecting personal and sensitive information.

Institutional Implementation and Resources

Catalyst will implement this Policy through existing governance, ESG, investment, technical and administrative functions. The ESG & Impact Lead coordinates policy implementation and may obtain qualified external gender expertise where specialized assessment, design or case-specific advice is needed.

The Policy will be communicated to Catalyst staff and, where applicable to an investment, to portfolio companies or project entities. Relevant staff will receive awareness or role-specific guidance appropriate to their responsibilities.

Governance and Responsibilities

Role / Function	Responsibility
Founder and Managing Director	Approves the Policy and provides senior-level accountability for its implementation.
ESG & Impact Lead	Coordinates gender integration through the ESMS, advises relevant teams on applicable gender requirements and good practice, recommends appropriate actions where gaps or risks are identified, monitors implementation of material gender-related actions, and supports relevant departments in ensuring that applicable gender equality principles and requirements are incorporated into their activities.
Investment and Technical Teams	Integrate relevant gender findings and requirements into due diligence, investment decisions, project design, contractual documents and portfolio oversight.
HR / Administration	Applies equal-opportunity and non-discrimination principles within institutional employment practices and support dissemination and training.
Portfolio Companies / Project Entities	Implement project-specific gender requirements included in applicable ESAPs, action plans, investment agreements, and lender/investors requirements.

Grievance and Remedy

Workers and external stakeholders may raise gender-related concerns through the applicable approved Worker & Employee Grievance Mechanism, Community Grievance Mechanism, or whistleblower policy. Concerns involving SEAH or other sensitive gender-based harm will be handled under the dedicated SEAH Procedure with enhanced confidentiality, non-retaliation and survivor-centred safeguards.

Monitoring, Review and Effectiveness

Catalyst will periodically review implementation of this Policy as part of its ESG/ESMS management review and will consider available evidence such as implementation of project actions, grievance trends, training/awareness records, monitoring findings and changes in lenders/investors requirements. The Policy will be updated when material gaps or changes in applicable requirements justify revision.

Reviewed and approved by:

This policy was reviewed and approved by the Founder & Managing Director on [August 23, 2026], superseding previous versions.

Ennis Rimawi

Founder and Managing Director

Signature: ____________________

Date: August 23, 2026