

## ZERO TOLERANCE STATEMENT

CIM-GM-POL-01-REV01

August 23, 2026

| REV NO. | DATE       | DESCRIPTION OF REVISION                                                                   | REVISED BY      | REVIEWED BY  | APPROVED BY  |
|---------|------------|-------------------------------------------------------------------------------------------|-----------------|--------------|--------------|
| Rev00   | 19/11/2021 | First Issue                                                                               | Internal        | Internal     | Internal     |
| Rev01   | 23/08/2026 | Revised and expanded Zero Tolerance Statement in alignment 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.

Catalyst Investment Management ("Catalyst") expects every person connected with their work and investment activities to be treated with dignity and respect. Catalyst has zero tolerance for sexual exploitation, sexual abuse, sexual harassment, gender-based violence and harassment, discrimination, bullying, intimidation, threats, physical or verbal abuse, and retaliation against a person who raises a concern in good faith.

Zero tolerance means that prohibited conduct is not accepted, condoned, concealed or normalized. It does not remove procedural fairness. Reports and allegations will be handled safely, confidentially and impartially, and proportionate action will be taken where misconduct is substantiated.

This Statement applies to Catalyst directors, officers, employees and other personnel; to consultants, contractors, subcontractors in connection with Catalyst work; and to relevant portfolio companies, project entities, contractors and subcontractors where Catalyst can apply requirements through its Environmental and Social Management System (ESMS), investment agreements, Environmental and Social Action Plan (ESAP) or contractual arrangements.

Concerns can be raised through the applicable Worker & Employee Grievance Mechanism, Community Grievance Mechanism, whistleblowing/ethics arrangements. Sexual Exploitation, Abuse and Harassment (SEAH) concerns are handled under the dedicated SEAH Procedure. No person is required to confront an alleged perpetrator before reporting a concern, and retaliation is prohibited.

This Statement is aligned with the GCF Policy on the Prevention and Protection from SEAH, the GCF Gender Policy and Environmental and Social Policy, and IFC Performance Standards. It should be read together with Catalyst's Gender Equality Policy, SEAH Procedure, ESMS and approved grievance mechanisms.

For any comments or concerns pertaining to this Zero Tolerance Statement, or to report an incident, please send us a message via our reporting system on the company website (<https://catalystpe.com/>).

**Reviewed and approved by:**

This statement 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