



Responsible Alpha
ESG Integration®

2023

GRI Index

Responsible Alpha Sustainability Report 2023

Responsible Alpha advises institutions on their transition paths to a low-carbon, sustainable, and equitable future.



GRI Index

As required by the GRI Universal Standards, we provide an index that specifies each of the GRI Standards and disclosures included in the report.

As part of Responsible Alpha's efforts to advance sustainability reporting, we support the activities of GRI as a Community member.

Statement of use: Responsible Alpha has reported in accordance with the GRI Standards for the period from January 1, 2023 to December 31, 2023.

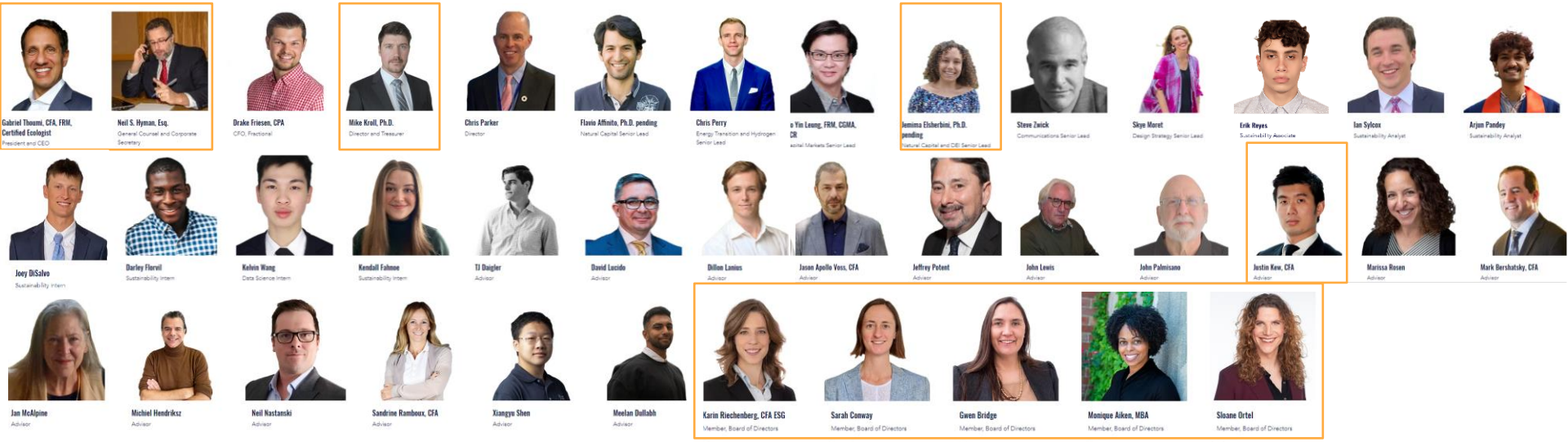
GRI used: GRI 2: Foundation 2021

Applicable GRI Standard(s): No sector guidelines apply.

Publication date: July 25, 2024

Authors: Gabriel Thoumi, CFA, FRM, CEO and President and CEO of Responsible Alpha, Inc. has reviewed this sustainability report assuring its accordance with GRI. The report is co-written by Ian Sylcox and Erik Reyes with support by Arjun Pandey, Responsible Alpha, Inc.

Responsible Alpha: Our Team



Responsible Alpha is proudly fully owned by its staff, advisors and most **board members.**

Responsible Alpha: Globally Trusted

Immediately Impactful Sustainable Valuation and Transitions.

Tailored strategies that improve valuation, clarify strategy, drive revenue, mitigate risk, cut costs, and improve access to capital.



Responsible Alpha: Sustainability and Ethics

Sustainability

We at Responsible Alpha are fully committed to achieving the transition to a low-carbon, sustainable, and equitable future so that we can live as a society within planetary boundaries.

We base our business strategy on hope, otherwise called positivity, ambition, and expectations.

Hope moves entrepreneurs, motivates teams to tackle the next impossible challenge, deepens transition ambition, and inspires innovation so that replicable and transparent solutions can be deployed globally. Hope enhances and clarifies our company vision. We firmly believe that hope is our competitive advantage. We as a team make this commitment both in the work we do for you, our clients, and in all our operations.

Ethics

We at Responsible Alpha are fully committed to adhering to the highest global standards of ethical business behavior regarding labor rights, environment, and anti-corruption. We frame our operations within [planetary boundaries](#), the [UN Global Compact's Ten Principles](#), the [International Labour Organization's](#) guidance, and the CFA Institute's [Diversity, Equity, and Inclusion Code](#) (DEI).

Each independent contractor at Responsible Alpha has the same contract. Remuneration is discussed and agreed upon collectively by each operational team.

Responsible Alpha: Vision and Values

Vision

To provide every institution globally, which is committed to a transition to a low-carbon, sustainable, and equitable future, the solutions they require to immediately begin their transition.

Values

- **Impact:** We are committed to enabling institutions in achieving positive change that can be measured, monitored, and managed within the lens of a low-carbon - climate and related metrics, sustainable - SDGs, and equitable transition - ESG Integration.
- **Innovation:** We continually think of new and innovative ways to service our clients, focusing on customer collaboration in increasingly practical ways that help them achieve their transitional goals. We integrate cross-sector sustainability expertise into the real economy and financial markets to drive business practices which make a meaningful evolution to a low-carbon, prosperous and healthy society.
- **Integration:** We enable our clients to migrate their processes and products towards positive environmental, economic, and social outcomes that meaningfully add to their own objectives while bringing them into the circular economy and regenerative paradigm.
- **Immediate:** We deploy agile business-as-a-service principles focusing on individuals and interactions, replicable analysis, customer collaboration over contract negotiation, and responding to change over dogmatic approaches.
- **Inclusion:** We value teamwork, openness, and the health, safety, and wellness of each employee and their communities.
- **Integrity:** We actively promote building a culture of integrity that holds Responsible Alpha, its employees, and our clients accountable to the highest ethical standards. All our team signs annually and must adhere to the [CFA Code of Ethics and Standards of Professional Conduct](#), the global benchmark for professional conduct for investment professionals around the globe.

Responsible Alpha: Mission and Ethos

Mission

Responsible Alpha advises institutions on their transition paths to a low-carbon, sustainable, and equitable future.

- Low-carbon future where climate change is mitigated, and we achieve the goals of the Paris Agreement and seek to achieve a 1.5C world.
- Sustainable future in which the Sustainable Development Goals and their metrics are achieved when and where possible.
- Equitable future where corporations and markets transparently employ ESG Integration metrics to enable a just transition.

Ethos

Responsible Alpha integrates cross-sector sustainability expertise into the real economy and through financial markets to drive corporate strategy and financial market practice. This inevitably makes a meaningful impact towards a low-carbon, prosperous, and healthy society. With an international presence and local mindset, we drive cross-sector net-zero strategies to enable companies to 'meet the needs of the present without compromising the needs of the future,' and thereby harness their massive resource allocation towards circular economies.

Responsible Alpha: Globally Trusted

Services

Responsible Alpha is a leading sustainability consultancy specializing in sustainable and conservation finance and institutional transition strategies, merging a global perspective with local expertise. We have deep experience in the financial, consumer goods, food and agriculture, petrochemicals/plastics, infrastructure, NGO, multilaterals, and government sectors.

At Responsible Alpha, we specialize in delivering tailored consulting services designed to drive immediate and tangible impact in sustainable transitions for institutions worldwide. Leveraging our integrated data framework, we conduct comprehensive analyses of an institution's operations, overlaying key metrics such as ESG, SDG, climate risk, financial, and operational factors. Our cross-functional team of experts collaborates to provide tailored transition strategies that address shifting market demands, regulatory compliance, financial structuring, and other challenges. From strategic planning to implementation, our agile approach ensures quick action and measurable outcomes in revenue generation, risk mitigation, and cost reduction, guiding institutions toward a sustainable future with immediate and long-term value.

Sustainable Finance

- Financial Structuring & Advisory Services
- Green, Social & Sustainability Bonds Advisory
- Climate Risk Modeling
- Environmental Markets Project Development
- Investor Relations Strategies
- Market Intelligence, Research & Analysis

Sustainable Transition Strategies

- ESG Integration & Strategy Development
- Disclosure & SDG Reporting
- Impact Measurement & Biodiversity Analysis
- Greenwashing Risk Analysis
- Capacity Building and Training

Responsible Alpha: Globally Trusted

Comprehensive Analysis

Our integrated data framework uncovers hidden opportunities and risks in your institution's sustainability landscape, driving informed decision-making.

Customized Strategies

Our cross-functional team of scientists, financial modelers, and communications experts collaborate to provide transition strategies tailored to your institution's unique needs and goals, ensuring a seamless and immediate sustainability transition.

Immediate Impact

Our collaborative approach and actionable strategies deliver impact on revenue generation, risk mitigation, and cost reduction in the next quarter and beyond, guiding your institution toward a sustainable future.

We look forward to working with you to support your transition to a low-carbon, sustainable, and equitable future.

Sincerely,



Gabriel

General Disclosures

Responsible Alpha’s Organizational Profile and Reporting Practices	
Disclosure	Reporting
2-1 Organizational details	Incorporated in 2022, Responsible Alpha is a Delaware registered Public Benefit Corporation proudly owned by its staff, advisors, and board members. The corporation is domiciled in Virginia, United States. Its file number with the state of Delaware is 6565152.
2-2 Entities included in the consolidated financial statements	Responsible Alpha is a single entity and has no other entities its organizational structure.
2-3 Reporting period, frequency and contact point	Responsible Alpha’s second reporting period is from January 1, 2023 to December 31, 2023. Responsible Alpha reports every year in line with its financial reporting. This GRI index has been published on July 25, 2024 on Responsible Alpha’s website. Contact person: Gabriel Thoumi, CFA, FRM, Certified Ecologist, President & CEO, gthoumi@responsiblealpha.com .
2-4 Restatements of information	Responsible Alpha, Inc. has had no restatements during this reporting period. This is Responsible Alpha’s second GRI report.
2-5 External assurance	Gabriel Thoumi, CFA, FRM, CEO and Founder of Responsible Alpha, Inc. has reviewed this sustainability report assuring its accordance with GRI. The report is co-written by Ian Sylcox and Erik Reyes, Responsible Alpha, Inc. All Responsible Alpha staff, advisors, and board members had an opportunity to review the report before publication. The report solely represents the views of the content creators listed above. Together, they are mentioned hereafter as the “GRI team”.

General Disclosures

Responsible Alpha's Activities and Workers			
Disclosure	Reporting		
<p>2-6 Activities, brands, products, and services</p>	<p>Responsible Alpha works in the following sectors:</p> <ul style="list-style-type: none"> • SICS Code: 8741 - ESG Advisory Services. • SICS Code: 8742 - Climate Change Consulting Services. • SICS Code: 8743 - Environmental Consulting Services. <p>Responsible Alpha's second year of operations was in 2023. The corporation had ten+ client engagements. Responsible Alpha had two categories of services in 2023.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p><u>Sustainable Finance: 40%</u></p> <ul style="list-style-type: none"> • Financial Structuring & Advisory Services • Green, Social & Sustainability Bonds Advisory • Climate Risk Modeling • Environmental Markets Project Development • Investor Relations Strategies • Market Intelligence, Research & Analysis </td> <td style="width: 50%; vertical-align: top;"> <p><u>Sustainable Transition Strategies: 60%</u></p> <ul style="list-style-type: none"> • ESG Integration & Strategy Development • Disclosure & SDG Reporting • Impact Measurement & Biodiversity Analysis • Greenwashing Risk Analysis • Capacity Building and Training </td> </tr> </table> <p>As per end 2023, all activities were conducted for clients based in North America.</p> <p>In 2023, Responsible Alpha's main types of clients were:</p> <ul style="list-style-type: none"> • International financial institutions such as the Inter-American Development Bank, and others. • Non-profit organizations such as EDF, The Pan American Development Foundation, and others. • Corporations such as Quantum Solutions, MENNTA Energy Services, and others. • Data services providers like D.A.T.A., Changeblock, and others. • Investors such as anonymous funds, and others. <p>Responsible Alpha does not have any upstream or downstream entities. Responsible Alpha's sole business is supporting its clients.</p>	<p><u>Sustainable Finance: 40%</u></p> <ul style="list-style-type: none"> • Financial Structuring & Advisory Services • Green, Social & Sustainability Bonds Advisory • Climate Risk Modeling • Environmental Markets Project Development • Investor Relations Strategies • Market Intelligence, Research & Analysis 	<p><u>Sustainable Transition Strategies: 60%</u></p> <ul style="list-style-type: none"> • ESG Integration & Strategy Development • Disclosure & SDG Reporting • Impact Measurement & Biodiversity Analysis • Greenwashing Risk Analysis • Capacity Building and Training
<p><u>Sustainable Finance: 40%</u></p> <ul style="list-style-type: none"> • Financial Structuring & Advisory Services • Green, Social & Sustainability Bonds Advisory • Climate Risk Modeling • Environmental Markets Project Development • Investor Relations Strategies • Market Intelligence, Research & Analysis 	<p><u>Sustainable Transition Strategies: 60%</u></p> <ul style="list-style-type: none"> • ESG Integration & Strategy Development • Disclosure & SDG Reporting • Impact Measurement & Biodiversity Analysis • Greenwashing Risk Analysis • Capacity Building and Training 		

General Disclosures

Responsible Alpha's Activities and Workers	
Disclosure	Reporting
<p>2-6 Activities, brands, products, and services</p>	<p>Responsible Alpha's clients are primarily originated internally or through public tenders. Responsible Alpha's team identifies a client's scope of work and then decides whether they will go forward with this client and this transaction based on Responsible Alpha's values, sustainability commitment, alignment with Responsible Alpha's mission, and their workload. The CEO then assembles the team based on internal and external capabilities. The team's work is reviewed by the CEO before being submitted to the client.</p> <p>Responsible Alpha has no downstream activities.</p> <p>This is the second year of GRI reporting for Responsible Alpha.</p>
<p>2-7 Employees</p>	<p>Due to the start-up nature of its activities, Responsible Alpha did not have any employees in 2023. It relied on independent contractors. See more info in 2.8. Workers who are not employees</p>

General Disclosures

Responsible Alpha's Activities and Workers	
Disclosure	Reporting
<p>2-8 Workers who are not employees</p>	<p>In 2023, Responsible Alpha had 19 independent contractors engaged on client assignments. Independent contractors are hired for specific projects and paid in function relative to the size of the contract. The CEO selected Independent contractors based on their qualifications, work ethic, culture, fit, and availability. Each independent contractor signs an Agreement which includes the scope of the project with a commitment to respect the CFA Code of Ethics and Standards of Professional Conduct. The CEO works closely with these independent contractors and verifies the completed work before sending it to the client. After completion, independent contractors invoice Responsible Alpha for their services. Contracts ranged from 2 weeks to multi-year in length. Contractors may include board members. No independent contractors are employees. The CEO is also an independent contractor to Responsible Alpha. Most work is done remotely.</p> <p>The CEO managed all administrative tasks during this period. Due to the reputation of the CEO, Responsible Alpha has no difficulty in finding suitable independent contractors through direct contacts for each of its projects.</p> <p>Responsible Alpha is also an incubator for talented students who can gain experience through internships at Responsible Alpha. They may be working on a specific project or supporting a specific task. Responsible Alpha is actively promoting diversity in its pool of interns. Interns work directly with the CEO and/or with one of the independent contractors. Given this role as an incubator, Responsible Alpha had multiple individuals transition through Responsible Alpha as a training platform so that they could pursue their career interests.</p> <p>The diversity of the independent contractors in 2023 were:</p> <ul style="list-style-type: none"> • 79 percent male (15) and 5 percent (1) identified as trans non-binary. • 16 (3) percent female. • 33 percent under 30 years. • 46 percent between 30 years to 50 years. • 21 percent over 50 years. • 21 different nationalities.

General Disclosures

Responsible Alpha's Governance	
Disclosure	Reporting
<p>2-9 Governance structure and composition</p>	<p>Responsible Alpha was advised by its General Counsel to leave all decision-making responsibility with its CEO and President, also based on input from independent contractors and named advisors. As sole founder of Responsible Alpha and due to the staff structure of the company, the CEO and President, Gabriel Thoumi is the highest governance body in the organization, which will change in 2023 with growth forecast of the company to include its Board of Directors. The CEO and President is responsible for overseeing the management of the organization's impacts on the economy, environment, and people.</p>
<p>2-9 Composition of the highest governance body</p>	<p>As of 2023, Responsible Alpha has developed its Board of Directors to further inform corporate governance. The Board of Directors came from a pool of globally diverse and talented business leaders.</p> <p>The Board of Directors tasks in 2023 are:</p> <ul style="list-style-type: none"> • Strategy and planning: Providing advice and direction on the development of Responsible Alpha's short-term (three-year) and long-term (10-year) plans. • Governance: Defining board governance structure, composition, structure, and processes and as required, establishing committees to focus on specific areas, such as audit, compensation, and governance, and ensure their effectiveness. The board will also regularly assess its own performance and effectiveness. • Performance Oversight: Monitoring the performance of the organization, including financial performance, operational metrics, and key performance indicators ensuring appropriate systems and processes are in place to measure and evaluate performance and hold management accountable for results. Also sign off on organizational sustainability targets. • Risk Management and Compliance: Overseeing the development and operations of Responsible Alpha's risk management framework, ensuring that effective processes are in place to identify, assess, and mitigate risks related to the business model while ensuring compliance with applicable laws, regulations, and ethical standards. • Ethical and Responsible Behavior: Setting the tone for ethical and responsible behavior by Responsible Alpha, its staff, contractors, and related individuals by reviewing and approving the code of ethics and sustainability policies used by Responsible Alpha. • Disclosures and public communication: Oversee and approve Responsible Alpha's Environmental, Social and Governance reporting. With these results, launch a sustainability annual statement highlighting the impacts of our operation in people and environment, as well as the zero-tolerance for corruption.

General Disclosures

Responsible Alpha's Governance	
Disclosure	Reporting
2-10 Nomination and selection of the highest governance body	The Board, as of 2023, is the highest governance body.
2-11 Chair of the highest governance body	The Board, as of 2023, is the highest governance body.
2-12 Role of the highest governance body in overseeing the management of impacts	<p>Development: The President and CEO, having been actively involved in sustainable development, ESG, and climate risk since 2006, has placed sustainability, climate, and ESG policies and practices at the core of Responsible Alpha's business. He has directly adopted the CFA Code of Ethics and Standards of Professional Conduct for Responsible Alpha as a requirement for all contractors at Responsible Alpha. Furthermore, Responsible Alpha has collaborated with various organizations like Principles for Responsible Investment and UN Global Compact to guide the firm's strategic growth. The CEO is also supported by the independent contractors and advisors for the development of policies.</p> <p>Identify and manage impacts: The President and CEO, as the highest governing body of Responsible Alpha, was the initiator of this sustainability report according to the GRI standards and hence reviewed the development of the material impacts. The CEO sent the survey to the stakeholders and asked for their confirmation on the material topics chosen. He also spoke to some of these stakeholders to understand their views. Based on the results, the CEO directly started the process of developing the new policies needed for Responsible Alpha.</p> <p>Effectiveness: It is the second year of reporting of Responsible Alpha. The consultant manual has been developed at the end of 2023 with all the relevant policies, and other additional documents such as the DEI, Staff Resource Council (SRC) policies or climate change and sustainability commitments will be done and implemented in 2024. The effectiveness will be measured from the reporting year 2024.</p>
2-13 Delegation of responsibility for managing impacts	As mentioned above, Responsible Alpha had no staff in 2023 to delegate this management responsibility. More will be developed in terms of reporting for the year 2024
2-14 Role of the highest governing body in sustainable reporting	See 2-5 and 2-12.

General Disclosures

Responsible Alpha's Governance	
Disclosure	Reporting
2-15 Conflicts of interest	Responsible Alpha has no cross-board membership and no outside controlling shareholders. In 2022, all independent contractors were expected to behave in a professional and diligent manner and required to sign the CFA Code of Ethics and Standards of Professional Conduct. The part VI of this Code is specifically addressing Conflicts of interest (disclosure, priority of transactions and referral fees).
2-16 Communication of critical concerns	As per 2023, grievance mechanisms were developed to be instituted in 2024. In 2023 we brought on an HR specialist for critical concerns and team dialogue.
2-17 Collective knowledge of the highest governing body	<p>The President and CEO, as the highest governing body, is an authority in the field. He regularly speaks at conferences (see below), attends events and participates in various committees. He is fundamentally interested in advancing his skills and knowledge.</p> <p>See table and images on next two pages.</p>

General Disclosures

Table: Responsible Alpha Speaking Engagements 2022: Examples

WEF Davos: Oceans Panel	January 2023	Moderated on Ocean Health
WEF Davos: Rearchitecting Finance	January 2023	Future of Finance
WEF Davos: Green Accelerator	January 2023	Spoke on Future of ESG
Bentley University	February 2023	ESG and Corporate Responsibility Trends
Pearse Partners: ESG Executive Competency	March 2023	Keynote speech
Mennta Energy Solutions	March 2023	GARP Sustainability and Climate Risk @ instruction
Standard Chartered Bank	March 2023	GARP Sustainability and Climate Risk @ instruction
2023 Global Energy Conference	April 2023	Embedded Emissions in the Petrochemical Sector
2023 Global Energy Conference	April 2023	Emissions Trading
2023 Global Energy Conference	April 2023	Energy Transition and the Built Environment
2023 Global Energy Conference	April 2023	Dynamic Master Planning for Risk Mitigation
2023 Global Energy Conference	April 2023	Energy and Natural Capital Accounting
Romania ESG Forum	May 2023	ESG in Practice for FMCG
Basel Institute on Governance	May 2023	Forensic Financial Accounting and ESG
Society of American Foresters	May 2023	Carbon Offsets: Suppliers, Buyers, and Traders
GreenBiz	June 2023	Going Beyond the Basics: Investor Action on Biodiversity and Nature
Ecological Society of America Annual Conference	August 2023	Integrating SDG, Net-zero, ESG, and Ecological Data
Ecological Society of America Annual Conference	August 2023	Private Sector and Ecologists
AKFI: Actionable ESG Talks Series	September 2023	ESG Trends
CFA Society NYC	September 2023	Filling the Global ESG Gap Before it is Too Late!
Mennta Energy Solutions	September 2023	GARP Sustainability and Climate Risk @ instruction
Principles for Responsible Investment	September 2023	Risks to Natural Capital from Financial Accounting Misstatements
Bentley University	October 2023	ESG and Corporate Responsibility Trends
Johns Hopkins University SAIS	October 2023	Lectured on SDG, Net-zero, and ESG
CFA Society NYC Compound Interest	October 2023	Systemic Approach to Carbon Pricing and ESG Policies
CFA Society Boston	November 2023	Sustainable Investing Conference: Natural Capital Investment Opportunities
5th Annual Advanced Plastics Recycling Conference	November 2023	Avoiding Short-Term Headline Risk and ESG Compliance
Hong Kong Securities and Investment Institute	November 2023	Integrating Climate Risk into Enterprise Risk Management Framework

General Disclosures

Figure: Responsible Alpha's Leadership Roles 2023

 <p>Net Zero Financial Services Providers Alliance</p> <p>Working group member.</p>	<p>WE SUPPORT</p>  <p>Since 2022, Responsible Alpha has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, the environment, and anti-corruption.</p>	 <p>S&P Global Sustainable Finance Scientific Council, member.</p>	<p>Signatory of</p>  <p>Principles for Responsible Investment</p> <p>Since 2022, Responsible Alpha has been a signatory and supporting organization for the Principles for Responsible Investment.</p>	 <p>Responsible Alpha and its staff are frequent ESG participants and volunteers for the CFA Institute and regional societies in Washington, DC, New York City, London, San Francisco, Philadelphia, and Vienna.</p>	 <p>IFRS Foundation's International Sustainability Standards Board (ISSB) Technical Reference Group, member.</p>	 <p>Since 2022, Responsible Alpha has been a participant and supporting organization for the Taskforce for Climate-Related Financial Disclosures.</p>	 <p>Global Association of Risk Professionals</p> <p>Responsible Alpha and its staff are frequent ESG participants and volunteers with the Global Association of Risk Professionals.</p>	 <p>Private Sector Working Group, member.</p>
 <p>Global EbA Fund</p> <p>Advisor to the EbA Fund funded by the German International Climate Initiative.</p>	 <p>Global Partnership on Marine Litter</p> <p>Since 2022, Responsible Alpha has been a participant and supporting organization of the UN Digital Platform on Plastic Pollution & Marine Litter.</p>	 <p>Impact & Sustainable Finance Faculty Consortium, member.</p>	 <p>Chair, Sustainability and Certification Working Group.</p>	 <p>Since 2022, Responsible Alpha has been a participant and supporting organization for the Task Force on Inequality-related Financial Disclosures.</p>	 <p>Since 2022, Responsible Alpha has been an advisor to the Nature Crime Alliance.</p>	 <p>Technical Review Panel, member and Technical Advisory Group, member.</p>	 <p>Since 2022, Responsible Alpha has been a member of the Zoological Society of London's Supporter Network. We are also member of the SPOTT Technical Advisory Group.</p>	

General Disclosures

Responsible Alpha's Governance	
Disclosure	Reporting
2-18 Evaluation of the performance of the highest governance body	Board level process established by the end of 2023.
2-19 Remuneration policies	The CEO (as well as independent contractors) was remunerated on a project-by-project basis, with recognition of finders' fees, project management, and content origination. This was a transparent policy that was codified by the end of 2022. The firm has prioritized diversity as a business strength as diversity drives richer and better strategic decision-making. At the same time as a fully remote consultancy, Responsible Alpha's environmental impact is very low compared to its peers. Please note that standardized remuneration was put in place by early 2023. This was based on providing complete transparency to the team for the work they incurred in 2023, where 31 contractors were paid during calendar year 2023.
2-20 Process to determine remuneration	Since 2023 was the second year of operations, the remuneration policies were discussed transparently and frequently between the CEO and all independent contractors. On multiple occasions, the CEO sought outside counsel regarding remuneration policies from legal, business, and remuneration experts such as FW Cook. No other stakeholders were involved in this process.
2-21 Annual total compensation ratio	No employees in 2022 and start up remuneration structure for the independent contractors.

General Disclosures

Responsible Alpha's Strategy and Practices	
Disclosure	Reporting
2-22 Statement on sustainable development strategy	See Responsible Alpha's Our Commitment .
2-23 Policy commitment	<p>Since 2022 in Our Commitment, Responsible Alpha, Inc. frames its analyses within the UN Global Compact's Ten Principles on human rights, labor, environment, and anti-corruption; the Universal Declaration of Human Rights; and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Responsible Alpha's signed UN Global Compact statement is here.</p> <p>Responsible Alpha strives to adhere to the principles set forth in these standards as aligned with those aspects that apply to its operations and the services it provides, wherever it operates. Responsible Alpha also requires all contractors to sign and follow the CFA Code of Ethics and Standards of Professional Conduct as its code of conduct.</p> <p>Responsible Alpha's independent contractor contracts require contractors to follow these ethical guidelines.</p> <p>Responsible Alpha public supports diversity and is committed to inclusivity. It does not discriminate or make hiring/promotion decisions on the basis of gender, race, gender identity, sexual orientation, religion, age, nationality, ethnicity, or any other identity. It is fostering an environment that empowers its employees, celebrates diverse perspectives, and aims to uphold these values in every regard. (see more in Diversity).</p> <p>These commitments have been designated by the CEO Gabriel Thoumi and approved by the Board of Directors as the highest governing authority.</p>

General Disclosures

Responsible Alpha's Strategy and Practices	
Disclosure	Reporting
2-24 Embedding policy commitments	As per end 2023, the CEO implemented the policy commitment through integration into the various agreements with independent contractors or by developing related policy.
2-25 Process to remediate negative impacts	<p>As such in 2023, Responsible Alpha did not have any remediation process to mitigate the impact of our activities on the environment and economy (material topics).</p> <p>The independent contractors through their Independent Contractor Contract can raise grievances and seek remedy through mediation, arbitration, and in last resort, through courts.</p> <p>Yet, in 2023, no relevant cases occurred (see 3.2.).</p> <p>Responsible Alpha notes that it employs UN Guiding Principle 31 [14] such that “effective grievance mechanisms are legitimate, accessible, predictable, equitable, transparent, rights-compatible, and a source of continuous learning. In addition to these criteria, effective operational-level grievance mechanisms are also based on engagement and dialogue.”</p>
2-26 Mechanisms for seeking advice and raising concerns	Although not employees, the team of Responsible Alpha is working closely and regularly together. The CEO is very approachable and is open to constructive comments. At this stage, and due to the size of the company, there is not an official process to report concern on responsible business conduct.
2-27 Compliance with law and regulations	<p>For the reporting period 2023, Responsible Alpha has been subject to legal risks:</p> <ul style="list-style-type: none"> • State of Tennessee Attorney General Jonathan Skrmetti Concerns Regarding NZFSPA Commitments, September 13, 2023. • Destra Capital false claim of Responsible Alpha's licensed trademark infringement, October 3, 2023.
2-28 Membership associations	All organizations of which Responsible Alpha is a formal member and with which it maintains active engagement have been listed here. It provides details about Responsible Alpha's role and contributions throughout the year 2023.

General Disclosures

Responsible Alpha's Stakeholder Engagement	
Disclosure	Reporting
<p>2-29 Approach to stakeholder engagement</p>	<p>Responsible Alpha identified two key stakeholders by the end of 2023: non-employee workers (independent contractors) and its clients.</p> <p>Under the leadership of CEO Gabriel Thoumi, Responsible Alpha maintains direct interaction with independent contractors. Regular team meetings include all parties involved in specific projects. This practice holds great significance, as these independent contractors play a crucial role in delivering assignments to clients. The CEO ensures that the project team encounters no obstacles, and he maintains personal and professional well-being through channels like WhatsApp or periodic check-up calls. Additionally, the CEO oversees the project's smooth progress.</p> <p>To determine materiality topics, Responsible Alpha surveyed this stakeholder category to gather their perspectives on the positive and negative impacts of the company. In 2023, these stakeholders had the opportunity to participate in Responsible Alpha's capital, contingent upon meeting specific conditions.</p>
<p>2-30 Collective Bargaining agreements</p>	<p>As per end 2023, Responsible Alpha has no employees and hence the total number of employees covered by collective bargaining is zero.</p>

Material Topics

Responsible Alpha's Material Topics	
Disclosure	Reporting
<p>3-1 Process to determine material topics / understand the organizations context</p>	<p>The Responsible Alpha team assigned to support the drafting of the GRI report ("GRI team") is composed by Erik Reyes, intern at Responsible Alpha, Ian Sylcox, sustainability analyst and Gabriel Thoumi, CEO of Responsible Alpha. The team started with GRI2, making sure it correctly understands Responsible Alpha's mission, the types of services Responsible Alpha provides, and Responsible Alpha's purpose for GRI Reporting. The team also reviewed Responsible Alpha's previously established commitments relevant to the sustainability context. It then identified the stakeholders of Responsible Alpha and prepared various reporting templates to support the reporting processes going forward.</p>
<p>3-1 Process to determine material topics / identify actual and potential impacts</p>	<p>The GRI team, led by its CEO, first sent a small form to all its stakeholders (clients, staff (hired in 2023), independent contractors, advisors, and supporting people) asking them what kind of impact, negative or positive, potential or current, Responsible Alpha has on the environment, people and the economy including Human Rights together with the impacts that these factors could have on Responsible Alpha's businesses. Prior to their completion of the questionnaire, the relevant stakeholders and experts were provided background information on what GRI reporting involves, why it is necessary, and why Responsible Alpha is creating the report. All answers to the questionnaire were anonymous, allowing respondents to speak freely and openly.</p> <p>The team received 20 responses. All stakeholders were given ample time to answer the questionnaire, had the skills necessary to answer the google form medium, and were familiar with the language used. The answers were then organized in a matrix with one side the type being responses from independent contractors, staff, advisors, and supporting people and the other side the category (environment, social, economic, or governance) with subcategory positive impact and negative impact. It was important for the team to identify whether some constraints were more predominant with some categories of job and whether we had answers from all the types of functions. The team realized that most of the answers were focused on the positive contribution of Responsible Alpha while it received limited feedback on the potential negative impacts. The GRI team reviewed the answers and added their own views on these impacts (through answering the form). In total the team had 8 impacts (5 positives and 2 negatives) - See 3.2.</p>

Material Topics

Responsible Alpha's Material Topics	
Disclosure	Reporting
3-1 Process to determine material topics / assess the impacts	The impacts were then assigned a ranking of likelihood (not likely=1, likely=2 and very likely 3) and significance (Low 1, medium 2, high 3) and then ranked according to the sum of these two results. The higher the score, the more significant the impact.
3-1 Process to determine material topics / Prioritize the most significant impacts for reporting	The team grouped the various impacts identified in the function of the topic standards where it could based on likelihood, significance and severity, the latter determined conjointly by the scale, scope and for negative potential impacts, irremediability of the impact.
3-1 Process to determine material topics	<p>These material topics have then been shared again with the stakeholders identified in the first phase asking whether they agreed with the results of the processes. The GRI team received 7 answers confirming the selection made by the GRI team.</p> <p>These results were then presented to the CEO, the highest governing authority of Responsible Alpha to be approved. The CEO was present and involved at every step of the process.</p>
3-2 List of material topics	The impacts, results of assessment, identified topics and materiality topics can be found in this table. Since it is the first year of reporting for Responsible Alpha, there has been no changes to the list of material topics compared to the previous reporting period (see next table).
3-3 Management of material topics	Since we are starting this process for the first year in 2023 (reporting period 2022), we will start with setting processes, goals and targets from 2024. We will elaborate more on our strategy going forward in the relevant topic standards for each identified material topic.

Material Topics

Identified Impacts (results of the survey of the stakeholders - August 2023)		Associated GRI topic	Likelihood	Severity	Significance	Material Topic (Yes/No)
Negative	Negative CO2, business travels and others flight transportation of the team.	GRI 305: Emissions 2016	3	1	4	Yes
Negative	Long-term risks, lack of recurrent revenue stream. Need contracts with regular payments every year to have more funds stability.	GRI 201-1: Direct economic value generated and distributed	2	1	3	Yes
Negative	Potential dip in cash flow long term: increased competition with the topic becoming more and more « hot ». Reliance on external consultant who could go and see somewhere else.		2	1		
Negative	Minimal on the ground presence.		2	1		
Negative	Potential risks of downsizing at our clients if the processes are restructuring. How to equilibrate the ST losses of the clients (need time to restructure) with the long-term gain?		GRI 203-2: Significant indirect economic impacts - in the context of external benchmarks and stakeholder priorities.	2		
Positive	Responsible Alpha helps companies contribute to economic development, so lift people out of poverty (SDG 1).	GRI 201-1: Direct economic value generated and distributed	3	3	6	Yes
Positive	SDG 12.6.1: Target: "Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle" by 2030.		3	3		Yes
Positive	Gender equality	GRI 405-1: Diversity of governance bodies and Employees	3	2	5	Yes
Positive	Rights of indigenous people	GRI 411: Rights of Indigenous Peoples 2016	3	2	4	Yes
Positive	Climate Action 302-1 Responsible Resource Management ; Lack of office helps energy impact (Remote working so limited CO2 emissions). Responsible Alpha contributes to global efforts to reduce carbon emissions and increase climate resilience (SDG 13).	GRI 305: Emissions 2016	3	1	4	Yes
Positive	Quality education SDG 4 ; Upskilling, Preparing the new generation to learn about sustainability Educate decisions makers; environmental conservation.	GRI 404-3: Percentage of employees receiving regular performance and career development reviews	1	3	4	Yes
Positive	Responsible Alpha helps companies contribute to economic development, so lift people out of poverty (SDG 1) ; Responsible Alpha promotes the transition to sustainable and affordable energy sources (SDG 7). Supporting companies and projects that prioritize protecting the environment, sustainable development and combating climate change	GRI 203-2: Significant indirect economic impacts - in the context of external benchmarks and stakeholder priorities.	2	1	3	Yes
Positive	Responsible Alpha helps companies contribute to economic development, so lift people out of poverty (SDG 1) .	GRI 201-1: Direct economic value generated and distributed	3	3	6	Yes
Positive	SDG 12.6.1: Target: "Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle" by 2030.		3	3		Yes

Economy

Responsible Alpha's and the Economy	
Disclosure	Reporting
201	This Standard addresses the topic of economic performance. This includes the economic value generated and distributed (EVG&D) by an organization, its defined benefit plan obligations, the financial assistance it receives from any government, and the financial implications of climate change.
201-01 Direct economic value generated and distributed	<p>Responsible Alpha began 2022 as an idea, and ended the year in a strong financial position, with revenue exceeding management's forecast. Responsible Alpha was profitable throughout 2023, while the firm worked with new and then repeat clients to grow its business of fully remote, high-quality, high-value consulting to support its clients in their transition to a low-carbon, sustainable, and equitable future.</p> <p>Throughout 2023, we saw increasing demand for Responsible Alpha's services coupled with an unprecedented opportunity to influence the global sustainability agenda.</p> <p>While we invested in offerings and technological skills, our highly diversified and balanced business allowed us to grow our consulting and impact footprint while minimizing our impact.</p> <p>With over seven different corporate and institutional engagements in 2023, our greenhouse gas emissions footprint for Scope 1, 2, and 3 was minimal at 29.56 mtCO₂e.</p> <p>In 2023, our staffing size was stable with 23 independent contractors who received remuneration for their contributions. Additionally, we spoke at more than 28 events.</p>

Economy

Responsible Alpha's Economic Performance	
Disclosure	Reporting
201-02 Financial implications and other risks	This Standard addresses the topic of economic performance. This includes the economic value generated and distributed (EVG&D) by an organization, its defined benefit plan obligations, the financial assistance it receives from any government, and the financial implications of climate change.
201-01 Direct economic value generated and distributed	<p>As a signatory in support of TCFD, Responsible Alpha has actively incorporated TCFD recommendations both into our operations and our product offerings. As it relates to climate change and the low-carbon economy transition, Responsible Alpha has annual net-zero emissions commitments focusing on minimizing travel. Responsible Alpha works with partners to purchase the highest quality offsets possible given our vision to offset the rest of our emissions. As we are trained carbon offset auditors (previously under the Climate Action Reserve, and currently under Plan Vivo) we are especially cognizant of the pros and cons of various offsetting methodologies, programs, and projects available globally. Given this, in 2023, we focused on securing the highest quality offsets within our means to minimize our environmental impact.</p> <p>The majority of risks facing Responsible Alpha are related to global economy stagnation and a decrease in pursuance of a transition to a low-carbon, sustainable, and equitable future. If this occurs, service providers globally who support this transition will face obstacles. Yet Responsible Alpha actively mitigates this risk via pursuing a business growth strategy across three client verticals: governments, international financial institutions and NGOs; corporations; and capital markets.</p> <p>Addressed above are the methods and costs to address these risks and opportunities.</p>
201-03 Defined benefit plan obligations.	At this stage, Responsible Alpha does not have any defined benefit plan obligations or other retirement plans in place.
201-04 Financial assistance received from governments	In 2023, Responsible Alpha received no financial assistance from any governmental body.

Economy

Responsible Alpha's Indirect Economic Impacts	
Disclosure	Reporting
203	This Standard addresses an organization's indirect economic impacts, including impacts of an organization's infrastructure investments and services supported. An economic impact can be defined as a change in the productive potential of the economy that has an influence on a community's or stakeholder's well-being and longer-term prospects for development. Indirect economic impacts are the additional consequences of the direct impact of financial transactions and the flow of money between an organization and its stakeholders. Indirect economic impacts can be monetary or non-monetary and are particularly important to assess in relation to local communities and regional economies.
203-01 Infrastructure investments and services supported	Responsible Alpha is not active in infrastructure investments and services
203-02 Significant indirect economic impacts / examples of indirect positive economic impacts	<p>Through its activities, Responsible Alpha is directly tackling SDG 12.6.1: Target: "Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle" by 2030.</p> <p>Through the adoption of ESG measures, the companies, clients of Responsible Alpha, are better prepared for the coming transition risks and hence decrease their risks and potentially increase their productivity.</p> <p>By providing the chance to young students to embark with Responsible Alpha, the CEO is also increasing their marketability by direct exposure to the CEO and working on deals together with him.</p>
203-02 Significant indirect economic impacts / examples of indirect negative economic impacts.	By transforming the company practices to be more aligned with ESG metrics, there might be a risk that companies will need to restructure and change their working structure, dismissing some employees.

Environment

Responsible Alpha's Emissions	
Disclosure	Reporting
305	Our management approach to emissions is to employ a mitigation hierarchy: avoid, minimize, rectify, reduce, and then offset. In 2023, Responsible Alpha prioritized offsetting its scope 1, scope 2, and scope 3 emissions. From 2024, Responsible Alpha will implement a business policy to address overall emissions reduction across the firm and to inform stakeholders..
305-1 Direct (Scope 1) GHG emissions	No generation of electricity, heating, cooling and steam or any physical or chemical processes in the activities of Responsible Alpha.
305-2 Energy indirect (Scope 2) GHG emissions	In 2023, the organization was working only via independent contractors invoicing an all-in price. The company did not consume any (or minimal) purchased or acquired electricity, heating, cooling, and steam.
305-3 Other indirect (Scope 3) GHG emissions	In 2023, Responsible Alpha's emissions were 29.56 mtCO2e from upstream Scope 3 emissions. Business travel refers to travel invoiced to Responsible Alpha by independent contractors in their scope of work. Responsible Alpha has no other gasses or biogenic CO2 emissions. See table on next page.

Environment

Table: Responsible Alpha’s Emissions Calculations in 2023

Mode	Measure	Emissions per unit (g)	2022 CO2 (metric tons)	Source	Assumptions
Airplane: Miles	112,261	221	27.4	UK’s Department for Business, Energy and Industrial Strategy (BEIS) & DEFRA	UK figures
Car: Miles	1000	404	0.5	U.S. EPA: Greenhouse Gas Emissions from a Typical Passenger Vehicle	U.S. car milage
Train: Miles	4518	94	0.5	U.S. EPA :Savings in Per-Passenger CO2 Emissions Using Rail Rather Than Air Travel in the Northeastern U.S.	Based on U.S. rail network average
Hotel: Nights	38	31,100	1.3	UK’s Department for Business, Energy and Industrial Strategy (BEIS) & DEFRA	Divide a hotels yearly CO2 output for an average room and divide by 365
Total 2022 mtCO2e			29.7		

Environment

Responsible Alpha's Emissions	
Disclosure	Reporting
305-4 GhG emissions intensity / GhG emission intensity ratio for the organization	In 2023, Responsible Alpha's Scope 1, 2, and 3 combined emissions for all greenhouse gasses was 29.56 metric tons carbon dioxide equivalent. Scope 1, Scope 2, and Scope 3 were included in the calculation. The following gases were included in the analysis: CO2 , CH4 , N2O, HFCs, PFCs, SF6 , and NF6.
305-5 Reduction of GhG emissions / GhG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent (mtCO2e)	Responsible Alpha purchased 40 total Verra verified emissions reductions (VERs) in 2022 from the following projects <ul style="list-style-type: none"> • VCU1146 -The Hyundai Waste Energy Recovery CO-Generation Project Phase II • Serial Number: 14696-620921178-620921217-VCS-VCU-260-VER-KR-1-1146-01072017-31122017-0 • Date of Retirement: 29/05/2024 03:55:26 PM
305-5 Reduction of GhG emissions / GhG gases included in the calculation	CO2 was the primary gas as other greenhouse gases were de minimis.
305-5 Reduction of GhG emissions / base year	The base year is 2022, as it was the first year for calculation and reporting. There was an increase of 120% in greenhouse gas emissions.
305-5 Reduction of GhG emissions / scope involved	Scope 1, Scope 2, and Scope 3 emissions.
305-5 Reduction of GhG emissions / standards, methodologies, assumptions, and/or calculation tools used	<ul style="list-style-type: none"> • Flight miles data sourced from UK's Department for Business, Energy and Industrial Strategy (BEIS) & DEFRA, based on UK figures. • Car miles data sourced from U.S. EPA based on U.S. car mileage. • Train miles based on U.S. rail network average. • Hotel night based on DEFRA figures. • Working from home assumes minimal emissions.

Social

Responsible Alpha’s Training and Education	
Disclosure	Reporting
<p>404-Training and education</p>	<p>Responsible Alpha has a comprehensive approach to training and education.</p> <p>Responsible Alpha deeply cares and nurtures young talent. Given this, Responsible Alpha provided four training sessions in 2023 - each between 1 hour to 2 hours long - on topics germane to the transition to a low-carbon, sustainable, and equitable future.</p> <p>Talented individuals were then placed in leadership roles in 2023 knowing that many of these independent contractors may pivot to full-time roles elsewhere after they have matured through the Responsible Alpha haptic training program.</p> <p>Given this, onboarding in 2023 was based on three principles:</p> <ul style="list-style-type: none"> • Start well. • Do well • End well

Social

Responsible Alpha's Diversity and Equal Opportunity	
Disclosure	Reporting
<p>405-1 Diversity of governance bodies and employees / percentage of individuals within the organization's governance bodies</p>	<p>In 2023, Responsible Alpha was managed and entirely driven by its CEO. Some external advisors were involved, where a right match between male and female was looked upon. there was at this stage no policy.</p> <p>The diversity of the independent contractors in 2023 were:</p> <ul style="list-style-type: none"> • 16 percent female. • 33 percent under 30 years. • 21 percent over 50 years. • 21 different nationalities.
<p>405-2 Diversity of governance bodies and employees / percentage of individuals within the organization's governance bodies</p>	<p>Although Responsible Alpha, Inc did not have any employees in 2023, for transparency level we would like to report the figures for our independent contractors. Contractors ranged from remuneration from est. \$500 to est. \$44K in 2023.</p> <p>Responsible Alpha targets each year paying 70 percent of total revenue directly to Responsible Alpha's independent contractors.</p> <p>In 2023, Responsible Alpha paid over 80 percent of total revenue to Responsible Alpha's independent contractors.</p>
<p>405-2 Diversity of governance bodies and employees / definition used for significant locations of operation</p>	<p>Not applicable since in 2023 it has only significant locations in the U.S.</p>

Statement of Use

July 25, 2024

Responsible Alpha, Inc. has reported in accordance with the GRI Standards for the period from January 1, 2023 to December 31, 2023.

Sincerely,



Gabriel Thoumi, CFA, FRM, Certified Ecologist
President & CEO
Responsible Alpha, Inc.

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