



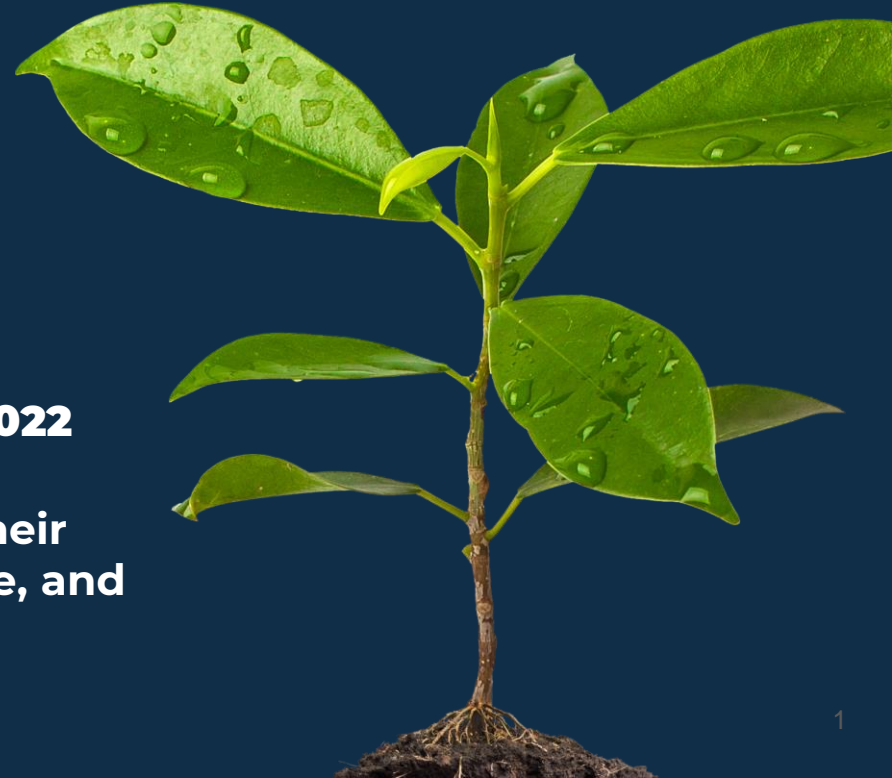
Responsible Alpha  
ESG Integration®

# 2022

# GRI Index

**Responsible Alpha Sustainability Report 2022**

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 25, 2022 to December 31, 2022.

**GRI used:** GRI 2: Foundation 2021

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

**Publication date:** October 25, 2023.

**Authors:** 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 Sandrine Ramboux, CFA, a GRI certified sustainability professional and Advisor, Responsible Alpha; Michael Baturin, Communications Assistant, Responsible Alpha.; and edited by TJ Daigler, CMO, Responsible Alpha and Taylor Hodge, EJ and Media Analyst, Responsible Alpha.

# General Disclosures

| Responsible Alpha’s Organizational Profile and Reporting Practices    |  |
|---|--|
| Disclosure  | Reporting  |
| <b>2-1 Organizational details</b>                                     | Responsible Alpha is a privately owned C-Corporation, incorporated in 2022 as a Public Benefit Corporation registered in Delaware, United States. The corporation is domiciled in Virginia, United States. Its file number with the state of Delaware is 6565152.  |
| <b>2-2 Entities included in the consolidated financial statements</b> | Responsible Alpha is a single entity and has no other entities its organizational structure.   |
| <b>2-3 Reporting period, frequency and contact point</b>              | Responsible Alpha’s first reporting period is from January 25th 2022 to December 31st 2022. Responsible Alpha reports every year in line with its financial reporting. This GRI index has been published on October 25, 2023 on Responsible Alpha’s website. Contact person: Gabriel Thoumi, CFA, FRM, Certified Ecologist, CEO & Founder, <a href="mailto:gthoumi@responsiblealpha.com">gthoumi@responsiblealpha.com</a> .  |
| <b>2-4 Restatements of information</b>                                | Responsible Alpha, Inc. has had no restatements during this reporting period. This is Responsible Alpha’s first GRI report.  |
| <b>2-5 External assurance</b>   | 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 Sandrine Ramboux, CFA, a GRI certified sustainability professional and Advisor, Responsible Alpha; Michael Baturin, Communications Assistant, Responsible Alpha.; and edited by TJ Daigler, CMO, Responsible Alpha and Taylor Hodge, EJ and Media Analyst, Responsible Alpha. Together, they are mentioned hereafter as the “GRI team”. |

# General Disclosures

| Responsible Alpha's Activities and Workers  |  |   |  |   |
|---|--|---|--|---|
| Disclosure  | Reporting  |   |  |   |
| <p><b>2-6 Activities, brands, products, and services</b></p>  | <p>Responsible Alpha works in the following sectors:</p> <ul style="list-style-type: none"> <li>• SICS Code: 8741 - ESG Advisory Services.</li> <li>• SICS Code: 8742 - Climate Change Consulting Services.</li> <li>• SICS Code: 8743 - Environmental Consulting Services.</li> </ul> <p>Responsible Alpha's first year of operations was in 2022. The corporation had ten+ client engagements. Responsible Alpha had three categories of services in 2022.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%; vertical-align: top;"> <p><b>Consulting: 35% of contracts.</b></p> <ul style="list-style-type: none"> <li>• ESG Transition Strategies.</li> <li>• Executive Leadership Coaching.</li> <li>• Supply Chain Analytics &amp; Review.</li> <li>• Specialized Technical Assistance to International Financial Institutions &amp; Governments.</li> </ul> </td> <td style="width: 33%; vertical-align: top;"> <p><b>Assessment and review: 15% of contracts.</b></p> <ul style="list-style-type: none"> <li>• Greenwashing &amp; Product Claims Risk Management.</li> <li>• Climate Risk Advisory.</li> <li>• Financial Accounting / ESG Review.</li> <li>• ESG Regulatory Risk Assessment.</li> </ul> </td> <td style="width: 33%; vertical-align: top;"> <p><b>Integration: 50% of contracts.</b></p> <ul style="list-style-type: none"> <li>• Deal Flow Review.</li> <li>• Market and Policy Analysis.</li> <li>• Greening Capital.</li> <li>• Impact Investing.</li> </ul> </td> </tr> </table> <p>As per end 2022, all activities were conducted for clients based in North America.</p> <p>In 2022, Responsible Alpha's main types of clients were:</p> <ul style="list-style-type: none"> <li>• International financial institutions such as the Inter-American Development Bank, and others.</li> <li>• Non-profit organizations such as The Pan American Development Foundation, Ocean Conservancy, and others.</li> <li>• Foundations such as the Walton Family Foundation, and others.</li> <li>• Corporations such as Nestlé, MENNTA Energy Services, and others.</li> <li>• Data Services providers like D.A.T.A., Verra, and others.</li> <li>• Investors such as three anonymous funds, and others.</li> </ul> <p>Responsible Alpha does not have any upstream or downstream entities. Responsible Alpha's sole business is supporting its clients.</p> | <p><b>Consulting: 35% of contracts.</b></p> <ul style="list-style-type: none"> <li>• ESG Transition Strategies.</li> <li>• Executive Leadership Coaching.</li> <li>• Supply Chain Analytics &amp; Review.</li> <li>• Specialized Technical Assistance to International Financial Institutions &amp; Governments.</li> </ul> | <p><b>Assessment and review: 15% of contracts.</b></p> <ul style="list-style-type: none"> <li>• Greenwashing &amp; Product Claims Risk Management.</li> <li>• Climate Risk Advisory.</li> <li>• Financial Accounting / ESG Review.</li> <li>• ESG Regulatory Risk Assessment.</li> </ul> | <p><b>Integration: 50% of contracts.</b></p> <ul style="list-style-type: none"> <li>• Deal Flow Review.</li> <li>• Market and Policy Analysis.</li> <li>• Greening Capital.</li> <li>• Impact Investing.</li> </ul> |
| <p><b>Consulting: 35% of contracts.</b></p> <ul style="list-style-type: none"> <li>• ESG Transition Strategies.</li> <li>• Executive Leadership Coaching.</li> <li>• Supply Chain Analytics &amp; Review.</li> <li>• Specialized Technical Assistance to International Financial Institutions &amp; Governments.</li> </ul> | <p><b>Assessment and review: 15% of contracts.</b></p> <ul style="list-style-type: none"> <li>• Greenwashing &amp; Product Claims Risk Management.</li> <li>• Climate Risk Advisory.</li> <li>• Financial Accounting / ESG Review.</li> <li>• ESG Regulatory Risk Assessment.</li> </ul>   | <p><b>Integration: 50% of contracts.</b></p> <ul style="list-style-type: none"> <li>• Deal Flow Review.</li> <li>• Market and Policy Analysis.</li> <li>• Greening Capital.</li> <li>• Impact Investing.</li> </ul>   |  |   |

# General Disclosures

| Responsible Alpha's Activities and Workers            |   |
|---|---|
| Disclosure  | Reporting   |
| <b>2-6 Activities, brands, products, and services</b> | <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 first year of GRI reporting for Responsible Alpha.</p> |
| <b>2-7 Employees</b>                                  | <p>Due to the start up nature of its activities, Responsible Alpha did not have any employees in 2022. 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><b>2-8 Workers who are not employees</b></p> | <p>In 2022, 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 up to six months in length. 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 2022 were:</p> <ul style="list-style-type: none"> <li>• 63 percent male and no one identified as non-binary.</li> <li>• 37 percent female.</li> <li>• 44 percent under 30 years.</li> <li>• 26 percent between 30 years to 50 years.</li> <li>• 30 percent over 50 years.</li> <li>• 9 different nationalities.</li> </ul> |

# General Disclosures

| Responsible Alpha's Governance                               |   |
|--|---|
| Disclosure   | Reporting   |
| <p><b>2-9 Governance structure and composition</b></p>       | <p>Responsible Alpha was advised by its General Counsel to leave all decision-making responsibility with its CEO, 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, 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 is responsible for overseeing the management of the organization's impacts on the economy, environment, and people. He is however asking and taking account to/from the main external contractors about processes, governance and structure developed within the company in 2022.</p>   |
| <p><b>2-9 Composition of the highest governance body</b></p> | <p>In 2023, Responsible Alpha will develop its Board of Directors who will further inform corporate governance. The Board of Directors will come from a pool of globally diverse and talented business leaders.</p> <p>The Board of Directors tasks in 2023 will be:</p> <ul style="list-style-type: none"> <li>• <b>Strategy and planning:</b> Providing advice and direction on the development of Responsible Alpha's short-term (three-year) and long-term (10-year) plans.</li> <li>• <b>Governance:</b> 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 ensures their effectiveness. The board will also regularly assess its own performance and effectiveness.</li> <li>• <b>Performance Oversight:</b> 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.</li> <li>• <b>Risk Management and Compliance:</b> 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 while ensuring compliance with applicable laws, regulations, and ethical standards.</li> <li>• <b>Ethical and Responsible Behavior:</b> Setting the tone for ethical and responsible behavior by Responsible Alpha, its staff, independent contractors, and related individuals by reviewing and approving code of ethics and sustainability policies used by Responsible Alpha.</li> </ul> |

# General Disclosures

| Responsible Alpha's Governance   |   |
|--|---|
| Disclosure   | Reporting   |
| 2-10 Nomination and selection of the highest governance body                     | The CEO is the founder of the company and as such, at this stage in 2022, the highest governance body.  |
| 2-11 Chair of the highest governance body  | The CEO is the founder of the company and as such, at this stage in 2022, the highest governance body.  |
| 2-12 Role of the highest governance body in overseeing the management of impacts | <p><b>Development:</b> The 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><b>Identify and manage impacts:</b> The 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><b>Effectiveness:</b> It is the first year of reporting of Responsible Alpha. The policies will be developed at the end of the year 2023 and put in place 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. It is also the first year of reporting. 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  |
| <b>2-15 Conflicts of interest</b>                              | 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). |
| <b>2-16 Communication of critical concerns</b>                 | As per 2022, there was no formal grievance mechanisms to raise critical concerns. However due to the size of the team (CEO and independent contractors), critical concerns were discussed during team meetings, addressed in smaller groups, or one-on-one with the CEO. In 2023 we brought on an HR specialist for critical concerns and team dialogue.   |
| <b>2-17 Collective knowledge of the highest governing body</b> | The 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.<br><br>See table and images on next two pages.  |

# General Disclosures

**Table: Responsible Alpha Speaking Engagements 2022: Examples**

|   |               |  |
|---|---------------|--|
| Brandeis University   | February 2022 | Petrochemical and plastics supply chains   |
| Donuts & Divestment University of Chicago                                 | February 2022 | SEC investment risks and net-zero emissions strategies                                       |
| Bentley University  | February 2022 | Petrochemical and plastics supply chains   |
| Columbia University   | March 2022    | Food and agriculture and petrochemical and plastics supply chains                            |
| Erb Institute 25th Anniversary Webinar                                    | March 2022    | SEC investment risks and net-zero emissions strategies                                       |
| Global Research & Innovation in Plastics Sustainability                   | March 2022    | Petrochemical and plastics supply chains   |
| Sustainability, ESG, and Climate Risk Management: Markets and Instruments | March 2022    | Instruct financial institutions on GARP's Sustainability and Climate Risk (SCR™) Certificate |
| Sustainability, ESG, and Climate Risk Management: Markets and Instruments | April 2022    | Instruct financial institutions on GARP's Sustainability and Climate Risk (SCR™) Certificate |
| Activation Energy Podcast   | May 2022      | Petrochemical and plastics supply chains   |
| CFA Society DC and MIT  | August 2022   | SEC investment risks and net-zero emissions strategies                                       |
| Ecological Society of America Annual Conference                           | August 2022   | Food and agriculture supply chains and biodiversity  |
| Sustainability, ESG, and Climate Risk Management: Markets and Instruments | October 2022  | Instruct financial institutions on GARP's Sustainability and Climate Risk (SCR™) Certificate |
| Chemical Watch: Product Sustainability Summit EU 2022                     | October 2022  | Petrochemical and plastics supply chains   |
| Society of American Foresters, Global Forest Carbon Trends from Verra     | October 2022  | Global forest carbon trends  |
| Sustainability, ESG, and Climate Risk Management: Markets and Instruments | October 2022  | Instruct financial institutions on GARP's Sustainability and Climate Risk (SCR™) Certificate |
| Bentley University  | October 2022  | Petrochemical and plastics supply chains   |
| 40th Annual Monetary & Trade Conference and Global Citizen Award Ceremony | November 2022 | SEC investment risks and net-zero emissions strategies                                       |
| Chemical Watch: Product Sustainability Summit USA 2022                    | November 2022 | Petrochemical and plastics supply chains   |
| Peoples' Choice Award for Best ESG/Impact Measurement System              | November 2022 | ESG/Impact Measurement Systems   |
| Inter-American Development Bank Green Bond Transparency Platform          | December 2022 | Sovereign and sub-sovereign green bonds in Latin America                                     |
| Forestry & Agriculture Investment Summit                                  | December 2022 | Global forest carbon trends  |

# General Disclosures

**Figure: Responsible Alpha's Leadership Roles 2022**

|   |   |   |  |  |   |  |  |
|---|---|---|--|--|---|--|--|
| <p><b>WE SUPPORT</b></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><b>S&amp;P Global</b></p> <p>S&amp;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>CFA Institute</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>Task Force on Climate-Related Financial Disclosures</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 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 &amp; Marine Litter.</p>                                     |  <p>Impact &amp; Sustainable Finance Faculty Consortium, member.</p> |  <p>Society of American Foresters</p> <p>Chair, Sustainability and Certification Working Group.</p>  |  <p>Task Force on Inequality-related Financial Disclosures</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>PLAN VIVO</p> <p>Technical Review Panel, member and Technical Advisory Group, member.</p>  |  <p>SPOTT SUPPORTER NETWORK</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   |
| <b>2-18 Evaluation of the performance of the highest governance body</b> | No process established as per end 2022 due to the structure of the company.   |
| <b>2-19 Remuneration policies</b>  | 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. As per 2022, there was no direct link between the management of Responsible Alpha's impact since it is the first year of reporting. Yet 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 2022, where 19 contractors were paid during calendar year 2022. |
| <b>2-20 Process to determine remuneration</b>                            | Since 2022 was the first 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.  |
| <b>2-21 Annual total compensation ratio</b>                              | No employees in 2022 and start up remuneration structure for the independent contractors.   |

# General Disclosures

| Responsible Alpha's Strategy and Practices                |   |
|---|---|
| Disclosure  | Reporting   |
| <b>2-22 Statement on sustainable development strategy</b> | See Responsible Alpha's <a href="#">Our Commitment</a> .  |
| <b>2-23 Policy commitment</b>                             | <p>Since 2022 in <a href="#">Our Commitment</a>, 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 <a href="#">here</a>.</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 <a href="#">CFA Code of Ethics and Standards of Professional Conduct</a> 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 as the highest governing authority.</p> <p>Since it is the first year of reporting, Responsible Alpha has not yet integrated the precautionary principles into its processes but intends to do so for the material topics identified for the future.</p> |

# General Disclosures

| Responsible Alpha's Strategy and Practices                     |   |
|--|---|
| Disclosure   | Reporting   |
| <b>2-24 Embedding policy commitments</b>                       | As per end 2022, the CEO implemented the policy commitment through integration into the various agreements with independent contractors or by developing related policy.  |
| <b>2-25 Process to remediate negative impacts</b>              | <p>This is the first year of identifying our material topics. As such in 2022, 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 2022, 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> |
| <b>2-26 Mechanisms for seeking advice and raising concerns</b> | 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.  |
| <b>2-27 Compliance with law and regulations</b>                | For the reporting period 2022, Responsible Alpha has not been subject to any significant instances of noncompliance with laws and regulation.   |
| <b>2-28 Membership associations</b>                            | 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 2022.   |

# General Disclosures

| Responsible Alpha’s Stakeholder Engagement            |   |
|---|---|
| Disclosure  | Reporting   |
| <p><b>2-29 Approach to stakeholder engagement</b></p> | <p>Responsible Alpha identified two key stakeholders by the end of 2022: 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 will have the opportunity to participate in Responsible Alpha's capital, contingent upon meeting specific conditions.</p> |
| <p><b>2-30 Collective Bargaining agreements</b></p>   | <p>As per end 2022, 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><b>3-1 Process to determine material topics / understand the organizations context</b></p>  | <p>The Responsible Alpha team assigned to support the drafting of the GRI report ("GRI team") is composed by Michael Baturin, intern at Responsible Alpha, Sandrine Ramboux, external consultant 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><b>3-1 Process to determine material topics / identify actual and potential impacts</b></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  |
| <b>3-1 Process to determine material topics / assess the impacts</b>                                    | The impacts were then assigned a ranking of probability (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.  |
| <b>3-1 Process to determine material topics / Prioritize the most significant impacts for reporting</b> | The team grouped the various impacts identified in the function of the topic standards where it could. Where it was not available, the team used xxx It was decided that we report on all the material topics.   |
| <b>3-1 Process to determine material topics</b>   | <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> |
| <b>3-2 List of material topics</b>  | 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).   |
| <b>3-3 Management of material topics</b>  | 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          | 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                     |
| Positive   | Gender equality  | GRI 405-1: Diversity of governance bodies and Employees  | 3          | 2        | 5            | 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.  |
| <b>201-01 Direct economic value generated and distributed</b> | <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 2022, 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 2022, 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 ten different corporate and institutional engagements in 2022, our greenhouse gas emissions footprint for Scope 1, 2, and 3 was minimal at 14 mtCO<sub>2</sub>e.</p> <p>In 2022, we grew from one independent contractor - our CEO - to 19 independent contractors who received remuneration for their contributions. Additionally, we spoke at more than 20 events. In fact, our SEC climate risk submission letter we contributed to for Ocean Conservancy was itself submitted by more than 120 leading institutions.</p> |

# Economy

| Responsible Alpha's Economic Performance                      |   |
|---|---|
| Disclosure  | Reporting   |
| <b>201-02 Financial implications and other risks</b>          | 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.   |
| <b>201-01 Direct economic value generated and distributed</b> | <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 2022, 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>While 2022, Responsible Alpha was active in the U.S. market, going forward Responsible Alpha will be active across these three client verticals in four geographies - North America, Latin America, EU, and SE / East Asia.</p> <p>Addressed above are the methods and costs to address these risks and opportunities.</p> |
| <b>201-03 Defined benefit plan obligations.</b>               | At this stage, Responsible Alpha does not have any defined benefit plan obligations or other retirement plans in place.   |
| <b>201-04 Financial assistance received from governments</b>  | In 2022, Responsible Alpha received no financial assistance from any governmental body.   |

# Economy

| Responsible Alpha's Indirect Economic Impacts   |   |
|---|---|
| Disclosure  | Reporting   |
| <b>203</b>  | 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.  |
| <b>203-01 Infrastructure investments and services supported</b>                                       | Responsible Alpha is not active in infrastructure investments and services  |
| <b>203-02 Significant indirect economic impacts / examples of indirect positive economic impacts</b>  | <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> |
| <b>203-02 Significant indirect economic impacts / examples of indirect negative economic impacts.</b> | 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   |
| <b>305</b>   | Our management approach to emissions is to employ a mitigation hierarchy: avoid, minimize, rectify, reduce, and then offset. In 2022, 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.. |
| <b>305-1 Direct (Scope 1) GHG emissions</b>          | No generation of electricity, heating, cooling and steam or any physical or chemical processes in the activities of Responsible Alpha.  |
| <b>305-2 Energy indirect (Scope 2) GHG emissions</b> | In 2022, 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.  |
| <b>305-3 Other indirect (Scope 3) GHG emissions</b>  | In 2022, Responsible Alpha's emissions were 13.77 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 2022**

| Mode                     | Measure | Emissions per unit (g) | 2022 CO2 (metric tons) | Source  | Assumptions   |
|--------------------------|---------|------------------------|------------------------|---|---|
| Airplane: Miles          | 48,500  | 221                    | 11.81                  | UK’s Department for Business, Energy and Industrial Strategy (BEIS) & DEFRA                                 | UK figures  |
| Car: Miles               | 750     | 404                    | 0.33                   | U.S. EPA: Greenhouse Gas Emissions from a Typical Passenger Vehicle   | U.S. car milage   |
| Train: Miles             | 750     | 94                     | 0.08                   | 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            | 45      | 31,100                 | 1.54                   | 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 |
| <b>Total 2022 mtCO2e</b> |         |                        | <b>13.77</b>           |   |   |

# Environment

| Responsible Alpha's Emissions  |   |
|--|---|
| Disclosure   | Reporting   |
| <b>305-4 GhG emissions intensity / GhG emission intensity ratio for the organization</b>   | In 2022, Responsible Alpha's Scope 1, 2, and 3 combined emissions for all greenhouse gasses was 13.76 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.   |
| <b>305-5 Reduction of GhG emissions / GhG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent (mtCO2e)</b> | Responsible Alpha purchased 20 total Verra verified emissions reductions (VERs) in 2022 from the following projects <ul style="list-style-type: none"> <li>• VCS1067 - Reduction of deforestation and degradation in Tambopata National Reserve and Bahuaja-Sonene National Park within the area of Madre de Dios region Peru.</li> <li>• VCS2340 - Installation of high efficiency wood burning cookstoves in Zambia</li> </ul>      |
| <b>305-5 Reduction of GhG emissions / GhG gases included in the calculation</b>  | CO2 was the primary gas as other GhG were de minimis.   |
| <b>305-5 Reduction of GhG emissions / base year</b>  | The base year is 2022. 2022 was the first year for calculation and reporting.   |
| <b>305-5 Reduction of GhG emissions / scope involved</b>   | Scope 1, Scope 2, and Scope 3 emissions.  |
| <b>305-5 Reduction of GhG emissions / standards, methodologies, assumptions, and/or calculation tools used</b>   | <ul style="list-style-type: none"> <li>• Flight miles data sourced from UK's Department for Business, Energy and Industrial Strategy (BEIS) &amp; DEFRA, based on UK figures.</li> <li>• Car miles data sourced from U.S. EPA based on U.S. car mileage.</li> <li>• Train miles based on U.S. rail network average.</li> <li>• Hotel night based on DEFRA figures.</li> <li>• Working from home assumes minimal emissions.</li> </ul> |



# Social

| Responsible Alpha’s Training and Education |   |
|--|---|
| Disclosure                                 | Reporting   |
| <p><b>404-Training and education</b></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 2022 - 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 2022 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 2022 was based on three principles:</p> <ul style="list-style-type: none"> <li>• Start well.</li> <li>• Do well</li> <li>• End well</li> </ul> |

# Social

| Responsible Alpha's Diversity and Equal Opportunity  |  |
|--|--|
| Disclosure   | Reporting  |
| <p><b>405-1 Diversity of governance bodies and employees / percentage of individuals within the organization's governance bodies</b></p> | <p>In 2022, 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 2022 were:</p> <ul style="list-style-type: none"> <li>• 37 percent female.</li> <li>• 44 percent under 30 years.</li> <li>• 37 percent identified as not U.S. citizens demonstrating Responsible Alpha's commitment to global diversity.</li> </ul> |
| <p><b>405-2 Diversity of governance bodies and employees / percentage of individuals within the organization's governance bodies</b></p> | <p>Although Responsible Alpha, Inc did not have any employees in 2022, for transparency level we would like to report the figures for our independent contractors. Contractors ranged from remuneration from est. \$1K to est. \$20K in 2022.</p> <p>Responsible Alpha targets each year paying 70 percent of total revenue directly to Responsible Alpha's independent contractors.</p> <p>In 2022, Responsible Alpha paid over 65 percent of total revenue to Responsible Alpha's independent contractors.</p>           |
| <p><b>405-2 Diversity of governance bodies and employees / definition used for significant locations of operation</b></p>                | <p>Not applicable since in 2022 it has only significant locations in the U.S.</p>  |

# Statement of Use

October 25, 2023

Responsible Alpha, Inc. has reported in accordance with the GRI Standards for the period from 25th of January 2022 to 31 December 2022.

Sincerely,



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

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