



BOGOTA - LIMA

GENDER LENS INVESTMENT STRATEGY

October 29, 2020

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Our Gender Smart principles

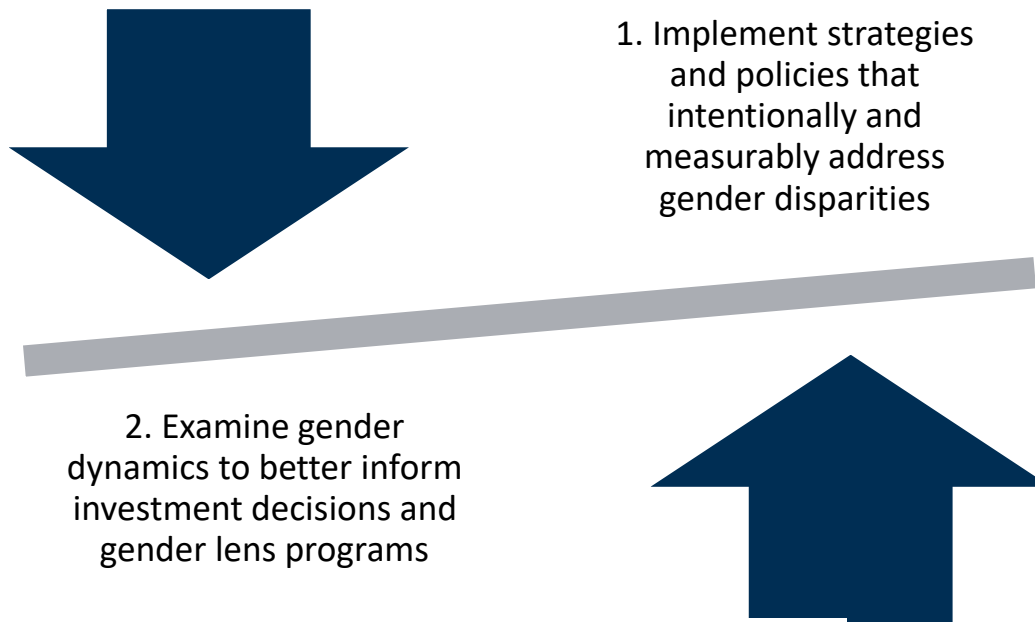
*“At **MAS Equity Partners** we are committed to promoting diversity and inclusion at our firm as well as at our portfolio companies. We believe equality of opportunity, quality of the workplace, diversity and adaptability are strong catalysts of value creation.*

Fostering diversity and the improvement of the work environment contribute to the development of our most important asset, the people, who are the ultimate pillars of growth and success.

Those are the foundations of our Gender Smart approach, which goals are centered around diversity and inclusion at our boards, senior management teams, the workforce and the advisors. As such, we actively promote and help implement targeted policies around recruitment, retention, development and culture.”

Hector Cateriano, CEO

Gender lens objectives

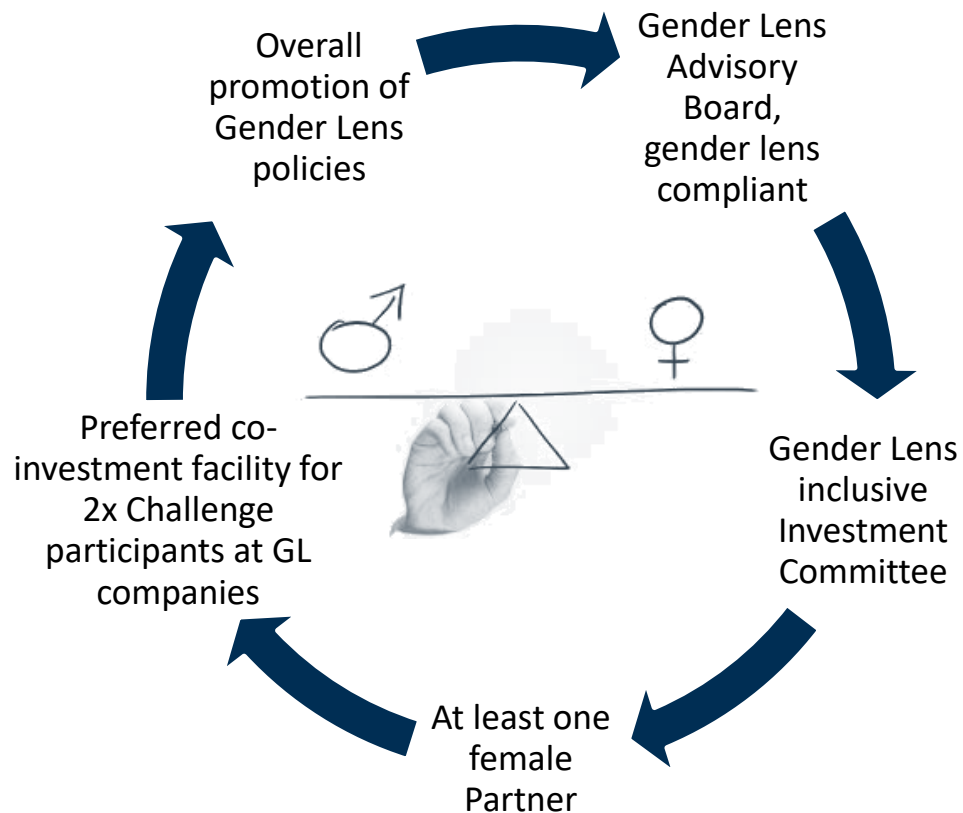


General fund investment criteria

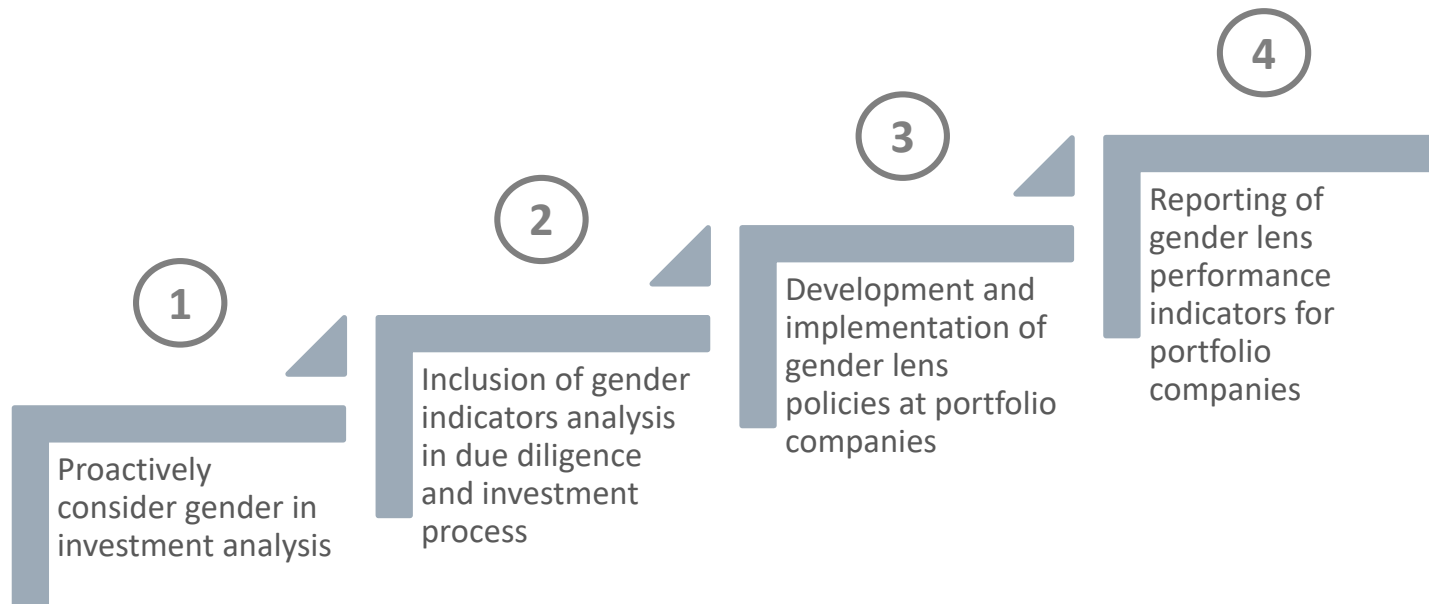


(*) As per the 2x Challenge criteria

GP gender lens initiatives



Our gender lens investment strategy (GLIS)



Gender lens policies at portfolio companies

Quality of workplace

- Policies designed to provide employees with a friendly, respectful work environment in which harassment and discrimination are strictly forbidden and condemned
- Company-wide prevention training
- Mechanisms in place to report abuse anonymously and commitment to investigate all incidents and take appropriate action
- Equal pay for equal-value work
- Working flexibility for parents and non-parents alike

Recruitment equity

- Equal employment opportunities
- Women seeking to reenter the workforce after a period of absence
- Women who are the primary source of household income



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