

ESG Policy



Updated: October 28, 2025

Statement

Allvue is committed to proactively addressing ESG priorities via policies and programs directed at environmental, social, and governance issues aligned with our core values of openness, curiosity, passion, and ownership.

We are committed to measuring and managing our climate impact, promoting diversity, equity, and inclusion, empowering our team members, and operating with integrity while contributing to our communities. At Allvue, we are committed to building and implementing strategies to help advance a more inclusive and sustainable economy that fosters additional growth opportunities for everyone. Allvue's environmental commitment extends beyond climate impact to encompass a broader range of environmental strategies, ensuring a holistic and impactful contribution to global sustainability efforts.

We believe that the transition to a lower-carbon economy is a shared responsibility. We are committed to developing action plans to change our business practices and lower our GHG footprint progressively and will measure our progress annually.

Scope

The Environmental, Social, and Governance ("ESG") Policy reflects Allvue's commitment to corporate responsibility and sustainability. This policy applies to all business activity conducted by or on behalf of Allvue, and extends to our team members, customers, partners, shareholders, suppliers, and communities where we operate.

Roles and Responsibilities

Allvue considers sustainability a key part of its business, and it is an element of our governance structure. Our Senior Leadership provides oversight and guidance about our policies and programs that relate to corporate social responsibility, including the company's environmental sustainability strategy and commitments. Our teams make decisions that aim to respect the environment, our people, and follow good governance.

Guiding Principles

We have defined our guiding principles to help keep us on track with our plan and within the scope of our commitment.

1. We will seek to measure and manage Allvue's environmental impact
 - a. Strive to reduce Allvue's greenhouse gas (GHG) emissions by implementing relevant policies and improving company processes
 - b. Catalyze environmentally friendly behavior change among our team member population
2. We will make Allvue a great place to work and create a positive culture for our team members
 - a. Attract and retain a workforce that is inclusive and diverse
 - b. Develop our people to realize their full potential and help realize their individual ambitions
 - c. Engage with the broader community and support causes aligned with our values

3. We will establish a transparent and efficient governance structure
 - a. Clearly articulate and communicate Allvue's corporate policies across the organization and to our stakeholders
 - b. Seek to comply with relevant laws and regulatory standards

ESG Materiality

Our ESG policy focuses on those topics which we consider to be the most important to our internal and external stakeholders with respect to certain environmental, social, and governance issues. A listing of what we currently identify and categorize as our top ESG issues is included in the table below.

Environmental	Social	Governance
<ul style="list-style-type: none">• Climate Change• Energy Efficiency• Waste Management and Recycling	<ul style="list-style-type: none">• Diversity, Equity, and inclusion• Community Engagement• Customer Risk Mitigation• Ethical Supply Chain	<ul style="list-style-type: none">• Corporate Governance• Ethical Business Practice• Data Privacy and Cybersecurity• Disclosure Practices

Environmental

Our Environmental guiding principles outline our commitment to being a positive contributor in the enhancement and protection of our environment. As Allvue looks to limit its impact on the environment, we are committed to a holistic approach to environmental stewardship that includes managing our greenhouse gas emissions, optimizing resource efficiency in our facilities and operations, and engaging our people in environmental sustainability practices.

GHG Emissions

Allvue is committed to measuring our Scope 1, 2, and partial Scope 3 GHG emissions on an annual basis. This process will help to inform efforts to lower our GHG emissions, for example by optimizing energy use and business travel.

Energy Efficiency

Allvue is communicating environmentally friendly practices across our locations and tasking our Office Managers to champion them at their locations. Starting with small steps like implementing energy-efficient lightbulbs and automatic switch-off lighting to control our energy consumption, we plan to progress leasing green office space when possible and achieving green certifications for our facilities.

Social

Our core values of openness, curiosity, passion, and ownership guide our approach to social responsibility. These values inform how we develop diverse and inclusive workplaces, develop our team members to realize their full potential, and support our local communities. We have established People Committees in each of our offices tasked with creating interesting and imaginative ideas to make meaningful contributions to our communities. We strive to support local causes and be active stewards of our communities. To support our corporate responsibility, we have implemented relevant policies.

Diversity, Equity, and Inclusion

As a global business, we know that understanding and embracing diversity, equity, and inclusion (DEI) in our workforce is essential to long term sustainability and success in our multicultural world. Our goal is to leverage and celebrate diversity and inclusion through our talent and operations. Our Employee Resource Groups (ERGs) invite diverse and inclusive participation and provide a safe place where people with common interests can build community. These ERGs are instrumental in advancing Allvue's DEI goals by fostering a sense of belonging for team members across all backgrounds and experiences. Through shared learning, mentorship, and advocacy, our ERGs strengthen our inclusive culture and help ensure that every Allvuer feels valued, heard, and empowered to contribute their unique perspectives.

Allvue DEI initiatives extend across our selection and hiring, professional development, performance management, compensation, social programs, and company separation practices. We educate our teams on bias, the understanding of unconscious bias and how to encourage an inclusive environment. Our Employee Resource Groups (ERGs) invite diverse and inclusive participation and provide a safe place where people with common interests can build community. These ERGs are instrumental in advancing Allvue's DEI goals by fostering a sense of belonging for team members across all backgrounds and experiences. Through shared learning, mentorship, and advocacy, our ERGs strengthen our inclusive culture and help ensure that every Allvuer feels valued, heard, and empowered to contribute their unique perspectives.

Allvue's People Program provides a myriad of alternatives for professional and personal development. Our documentation system stores our internal information including policies and procedures, team information, and our knowledge bases. Our Learning Management System stores our internal training video content. As part of our commitment to equity and inclusion, we offer targeted programs including our women's mentorship program, inclusive leadership training, and equitable coaching and feedback practices designed to support the advancement of underrepresented groups and foster an inclusive workplace culture. In addition, we have partnered with education providers to offer alternatives to expand our team knowledge on business related areas and on topics that they feel passionate about on a personal level.

To help tap into the wealth of knowledge at Allvue, we also provide Expert Hours and team member-led sessions where Allvuers can learn from internal thought leaders. Topics range from deep dives on Allvue products to technical and management training. Allvue also has three language speaking groups where Allvuers can practice English, Russian, and Ukrainian, reflecting the significant team member populations who speak these languages across our global offices. These language groups foster cross-cultural community, build understanding across our diverse workforce, and help bridge cultural differences to strengthen collaboration and inclusion.

Allvue is committed to offering a healthy workplace that supports the well-being of our diverse team. We offer a comprehensive benefits portfolio for team members and their families, which include medical, dental, and vision benefits, disability insurance, life insurance, parental program, paid time off, volunteer and charitable giving, work life balance opportunities centered around a hybrid work schedule, and our employee assistance program which offers professional and confidential counseling services designed to help address personal issues, deal with stress, or make well informed life decisions.

Community Engagement

Allvue recognizes the importance of charitable non-profit organizations in the communities in which we operate, and the causes that matter most to our team members. Philanthropic donations are one way in which we intend to exercise our collective social responsibility. The regional People Committees play a vital role in advancing these initiatives by identifying local charitable causes aligned with our values and team member interests, organizing volunteer activities that enable meaningful community engagement, coordinating donation efforts across their regions, and actively engaging team members in community initiatives that make a tangible difference in the areas where we operate.

The Company has also established two programs to encourage our team members to give back to our communities through volunteerism and donation matching. Our team members are eligible to volunteer a number of hours per calendar year, individually or as a team, for the charity of their choice and receive normal compensation for donating their time. In addition the Company encourages team member giving through the Charitable Matching Program which provides a dollar-for-dollar match on team member contributions to a defined maximum per team member per calendar year.

Allvue's leadership competencies enable an integrated and consistent approach in developing leaders now and for the future entailing expected behaviors of giving back to the community while embracing our values: Be Open, Be Curious, Have Passion for What You Do, and Own It.

Customer Risk Mitigation

We help our customers make better investment decisions, enable deeper relationships with their investors and prospects, and improve access to information. Our Services team has the expertise and experience to help our clients transform their business to effectively meet and exceed their business goals.

Allvue has established customer success and customer care initiatives that help ensure customer needs and areas of concern are heard at the highest level of the organization and responded accordingly. We assess customer risk and monitor the customer's health to ensure our partnership is one of mutual win and of a lifetime. We take our clients' trust very seriously and are committed to partnering with them on their unique journeys.

Allvue's various risk mitigation tactics that help ensure we provide the best client service possible and ameliorate client concerns quickly and efficiently include Allvue's At-Risk Task Force and Heal Desk. We also monitor customer risk metrics to drive our risk mitigation initiatives. Customer satisfaction (CSAT), Net Promoter Score (NPS), and Customer health scores are amongst the key indicators we regularly measure and monitor.

Governance

Allvue's approach to corporate governance and risk mitigation aims to provide a framework that helps guide team members and company leaders, in the exercise of their responsibilities to Allvue and its stakeholders.

Corporate Governance

Through oversight and counsel, Allvue's Board works with our executive management to establish and promote business goals, organizational objectives, and a strategy to drive our business growth and positively affect the broader environment. Our Corporate governance:

- Defines management accountability and responsibilities of Board members and executive managers
- Provides a structure for management and the Board to set objectives and monitor performance
- Defines our culture of business ethics and responsible business practices
- Encourages the efficient use of resources, and accountability for stewardship of those resources

Ethical Business Practices

Allvue established a Business and Employee Conduct Standards Policy, which serves as our guiding framework to conduct business responsibly. Our business practices and standards reflect our commitment to making the right choices and making a positive impact around the globe. We adhere to high standards of ethical behavior and conduct annual compliance and ethics training.

At Allvue, we have six golden rules we live by:

1. We should comply with all applicable laws
2. We should act honestly and ethically
3. We must not participate in any corrupt business dealings
4. We should limit gift exchanges with third parties
5. We should not give anything of value to government representatives
6. We should conduct business in a professional manner

To encourage each of our team members to continue to act ethically, Allvue has partnered with a global ethics and compliance software platform to provide our organization with a confidential third-party monitored hotline, through which team members can raise concerns, report any issues or instances of misconduct, and ask questions easily and confidentially. This Hotline is a resource team members can use to speak up about any acts that violate our values, policies, or the law - including any inappropriate behavior that team members may not feel comfortable reporting through normal channels. This toll-free hotline is available 24 hours per day, 7 days a week, 365 days a year.

Allvue is committed to protecting all team members who report unethical conduct from reprisal as well as offering any necessary support to individuals who make reports. When a team member makes a report of unethical conduct, they should do so in good faith. Team members may not be discriminated or retaliated against because they reported any such violation.

Data Privacy and Cybersecurity

Protecting our customers' data is essential to our mission. Allvue maintains best-in-class security measures adopted from industry-leading security standards and frameworks such as SOC 2 and ISO 27001 to protect customers' data from loss or misuse. Allvue is committed to improving our security and reporting on our progress. We issue key reports across our security and governance efforts and make them available to our stakeholders. For more information about our data privacy practices, please visit our Privacy Policy at <https://www.allvuesystems.com/privacy-policy>.

Disclosure Practices

While this document is not intended to cover the full scope of Allvue's ESG initiatives, it acts as a central depot that outlines our commitment to the environment, social good, and good corporate governance.

At Allvue, we aim to identify ESG priorities that are core to the success of our business. We know that our ESG approach and efforts will evolve as we progress through this journey, take actions on our focus areas and discover new opportunities to make a positive impact. With that evolution, this policy will be reviewed and updated, and each future version will supersede any prior policy. We will communicate updates on the progress on our ESG journey and continue to develop best-practice processes to meet our goals.