



## Analyst Training Policy

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Applicable to: All Sylvera employees

Scope: Global

Version: V3

Effective Date: 1 March 2024

### **POLICY**

1. Sylvera acknowledges that the calibre and competence of its Ratings Personnel is critical to consistently delivering robust, reliable Opinions. Sylvera therefore maintains certain minimum requirements for recruiting and training Analysts.
2. When recruiting Analysts, Sylvera currently seeks to ensure the following as a minimum criteria:
  - a. BA or MA from academically competitive university;
  - b. Prior experience with one Project type (e.g., renewable energy, nature-based solutions, etc.);
  - c. Ability to demonstrate analytical thinking, research competencies and excellent verbal and written communication; and
  - d. Clear alignment with the values of Sylvera, including high integrity, transparency and rigour.
3. Sylvera shall assess the above through a rigorous, multi-stage interview process with at least three separate interviewers. The process shall include a quantitative, analytical task to demonstrate a candidate's competencies.
4. Once hired, Sylvera shall maintain a comprehensive and rigorous onboarding programme for Analysts, which shall include at least 150 hours of content. Prior to producing an Opinion, a new Analyst shall be required to demonstrate sufficient competence in the production of any Opinions for which they are responsible for producing.
5. Sylvera shall also maintain a continuous improvement programme for Analysts which shall ensure that Analysts remain up to date on the latest Frameworks and approaches, and that their core competencies are afforded the opportunity to continually improve.
6. Sylvera will develop and maintain processes and procedures by which it identifies the knowledge, skill and expertise required of Analysts in determining Opinions, so as to determine what type of cohort and personalised training is appropriate, and to develop procedures for the implementation thereof. Such training may cover such subjects as, but is

not limited to, EO data/remote sensing and its application, GIS, carbon quantification, risk modelling, life cycle analysis, interpretation of regulation and policy, assessment of legal processes, and financial modelling. However, whilst all onboarding and continuous improvement training materials shall include a consistent base of knowledge / training, they shall be tailored to the individual's role within the Ratings function (for example, an onboarding programme shall differ based on the project type specialism required).

7. Sylvera will periodically assess the level of Analysts' skills and knowledge pursuant to this Policy. Sylvera shall establish such procedures as it deems necessary to assess the effectiveness of such training and retain records of such assessments.