Sustainable Risk Finance Disclosure Regulation (EU/2019/2088) (the "Disclosure Regulation")

MARCH 2023

Advent International Fund Manager S.à r.l. makes the following disclosures in accordance with Articles 3(1), 4(1)(b) and 5 of the Disclosure Regulation.

SUSTAINABILITY RISK POLICIES

A sustainability risk means "an environmental, social or governance event or condition that, if it occurs, could cause an actual or potential material negative impact on the value of the investment". In the context of Advent International Fund Manager S.à r.l., sustainability risks are risks which, if they were to crystallise, would cause a material negative impact on the value of the portfolios of Advent International Fund Manager S.à r.l.'s funds.

Advent's goal with respect to ESG is to ensure that applicable issues are identified during the due diligence process before any recommendations to invest are made. Risks and opportunities are then managed during our ownership period. As a responsible investor, Advent screens investments for potential non-financial risks in areas such as health and safety, labor relations and the supply chain. We engage with external consultants to perform an ESG screen for all investments as part of the due diligence process. Additional environmental and social diligences are performed by external experts for specifically identified ESG issues, as applicable. Investment decisions are made by consensus and are determined over a series of investment committee meetings where risks and opportunities are thoroughly assessed, including ESG considerations. Once an investment has been made, we work with the portfolio company to help realize value creation opportunities and successfully manage risks.

NO CONSIDERATION OF SUSTAINABILITY ADVERSE IMPACTS

Whilst Advent International Fund Manager S.à r.l. takes sustainability and ESG risks very seriously, Advent International Fund Manager S.à r.l. does not consider the principal adverse impacts of its investment decisions on sustainability factors in the manner prescribed by Article 4 of the Disclosure Regulation.

Article 4 of the Disclosure Regulation requires fund managers to make a clear statement as to whether or not they consider "principal adverse impacts". The European Commission has requested advice from the European Supervisory Authorities on strengthening the PAI framework, extending the core list of mandatory indicators, and refining their content. Therefore, we do not currently consider it appropriate to commit to a regime which remains uncertain from a regulatory perspective. This has been a common approach in the market. We will continue to monitor relevant developments and may reassess our approach under the Disclosure Regulation in light of any changes.

REMUNERATION POLICY

Advent International Fund Manager S.à r.l. pays staff a combination of fixed remuneration (salary and benefits) and variable remuneration (including bonus). Variable remuneration for relevant staff takes into account performance and a number of other factors, such as compliance with Advent International Fund Manager S.à r.l. policies and procedures, including those relating to the impact of sustainability risks during the investment decision making process.