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OVERVIEW



Decarbonization Playbook
Create and protect value while reducing and offsetting emissions

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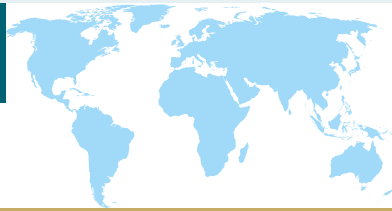
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MESSAGE FROM OUR PARTNERS



At Advent, we believe that Responsible Investment improves performance, uncovers opportunities created by shifting global conditions and markets, reduces systemic risk and creates positive change in the broader society.

In 2022, we focused on building a climate change strategy aligned with our culture and values.

Regional expertise within our five sectors provides Advent a global perspective on innovative strategies across geographies and industries, enabling us to source compelling investments. Taking a longer-term view allows us to position our portfolio companies to be more resilient and to benefit from sustainability megatrends, such as the global transition to a low carbon economy and the drive toward net zero.

We actively engage with our portfolio companies in developing sustainability strategies that aim to accelerate carbon reduction commitments, increase diversity, protect data, promote transparency, protect biodiversity, maintain responsible supply chains and build more sustainable businesses for the future. In keeping with Advent’s culture of collaboration and partnership, we provide resources such as climate expertise, our industry-leading decarbonization playbook, ESG best practice support, DEI assessments, and cybersecurity standards to enable our portfolio companies to embed ESG in corporate strategy and value creation.

As the business case for decarbonization becomes increasingly clear, we are focused on building a climate change strategy that aligns with our culture and values, is measurable, actionable, achievable and rooted in value creation. Recognizing that each portfolio

company is different, our flexible approach encourages portfolio companies to adopt decarbonization strategies that help create and preserve financial value. Advent’s “X by Y” strategy means that portfolio companies can set a reduction target “X” for a certain date “Y” which is appropriate to their sector and value creation plan. Having this common framework offers needed flexibility across sectors and businesses, whilst enabling Advent to aggregate performance at the fund and firm level.

In addition to driving change across our portfolio companies, we are committed to improving our own operational performance and to playing a leading role as our industry develops thoughtful approaches to critical issues. Through Advent’s chairmanship of the Private Equity Task Force of the Sustainable Markets Initiative (“PESMIT”) we are part of a dynamic group that is shaping the thinking around issues, such as climate and biodiversity in the investment process, which affect the long term prospects for our companies, our firm and society.

We remain committed to partnering with our portfolio companies to integrate ESG into operational excellence and identify levers to unlock shareholder value.

**The Advent Partners
May 2023**

OUR GLOBAL APPROACH

Being a responsible investor means respecting communities, transparently communicating, managing risk, and creating value through operational excellence.

We recognize the importance of frequent and transparent communications with our investors, our portfolio companies and our employees.

This Overview Report is designed to provide insight into our approach to ESG and a snapshot of various ESG initiatives within our portfolio.



OUR APPROACH TO ESG IN THE INVESTMENT PROCESS

We believe that active identification and appropriate management of ESG issues is important to value creation, operational excellence, and risk management.



We view ourselves as good stewards of businesses that build and position companies for long-term success.

INVESTMENT SOURCING

Advent identifies, targets and sources the most compelling investment opportunities through a disciplined origination process. We employ strict due diligence standards to ensure alignment with Advent's investment thesis, its value creation approach, and stewardship commitment for the long term. These standards incorporate sector expertise and regional perspective into the decision-making process to ensure a consistent approach. ESG pre-diligence screens and targeted ESG-related 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, including ESG considerations, are thoroughly assessed.

ACTIVE OWNERSHIP

Once an investment has been made and we have full access to management, Advent conducts an additional ESG assessment, with the goal of more precisely identifying company-specific risks and opportunities. The output from these reviews informs action plans, serves as a baseline for our ESG profile, and provides material for our regular reports for Advent's limited partners.

At Advent, we view ourselves as good stewards of businesses that build and position companies for long-term success. We work with our portfolio companies to support them in driving operational and strategic improvements, including identifying and managing ESG issues that may be significant for their corporate strategy, such as environmental, health and safety profile, diversity, equity and inclusion (DEI), cybersecurity, supply chain, GHG inventories and comprehensive ESG benchmarking and scoring. We provide guidance and resources to our portfolio companies as they undertake these initiatives under our active ownership model.

ESG REPORTING

At Advent we communicate regularly with our limited partners about ESG. Our ESG Overview Report describes Advent's philosophy and approach to ESG in the investment process and the firm. The report highlights key initiatives and features selected short case studies on a variety of portfolio companies that are addressing challenging ESG issues in interesting and meaningful ways. In addition, we provide portfolio company level ESG reporting that illustrates key risks and opportunities within our seven most recent funds (GPE VIII, IX and X; LAPEF VI and VII; and Advent Tech I and II) on a semi-annual basis.

INVESTMENT REALIZATION

We aim to ensure a healthy future for our portfolio companies, realizing our investment value and handing on a more robust, valuable, better-managed company at the close of our investment period.

DEI & TALENT DEVELOPMENT: ADVENT LEADERSHIP ACADEMY

We are committed to advocating and promoting diversity, equity and inclusion within Advent, our boards, our portfolio companies and our advisors. We believe success means equality of opportunity for all of our people, and creating an inclusive environment that values diversity of background, experience, ideas and opinions.



We are making positive change globally across Advent's offices, within our portfolio companies and in the communities in which we operate. Enhancing diversity efforts across all underrepresented groups supports our most important asset, our employees, and, we believe, makes us more competitive and better investors.

At the portfolio company level, we are working alongside management to drive initiatives to enhance diversity in our investee companies. We engage with external parties to perform people assessments which enable our companies to baseline KPIs that focus on employee engagement and diversity, in order to build stronger companies for the future.

ADVENT LEADERSHIP ACADEMY

In 2021, together with Harvard Business School, we launched the Advent Leadership Academy (ALA) in North America. The ALA is an executive education program aimed at advancing the career opportunities of diverse and high potential leaders nominated by the leadership of our portfolio companies.

The program is designed to give DEI high potential talent the general management skills and tools they need to better prepare them for and accelerate their journeys to executive, C-level careers. These leaders from across Advent's portfolio are provided the chance to interact with thought leaders and external luminaries on evolving business issues.

To date, the program has provided
120 participants
from 52 portfolio companies globally
in-person learning opportunities

In 2022, the North American program was expanded to include participants from both North America and Latin America alongside the launch of the European-centered program for participants from the UK and Europe. The third cohort of 42 participants from North America and Latin America will be graduating in June 2023.

In autumn 2023, the EU-based Advent Leadership Academy program looks forward to welcoming its second cohort of participants from the UK and Europe.

To date, the program has provided 120 participants from 52 portfolio companies globally in-person learning opportunities with the opportunity to participate in a tailored programme designed and taught by faculty members from the world's most prestigious business school.

Advent believes that DEI is about not only hiring diverse people, but also providing mentorship, sponsorship, and, importantly, professional development. The Advent Leadership Academy Alumni Network (ALAAN) connects the high-potential and diverse graduates of Advent's flagship portfolio leadership program through a variety of networking opportunities, events and other initiatives to ensure continued personal and professional development. In addition to being a vibrant alumni community, the ALAAN provides meaningful opportunities for personal and professional growth for graduates and helps solidify links between Advent and exceptional leaders within its portfolio companies.

EUROPEAN & ASIAN SUSTAINABILITY SUMMIT

In November 2022, Advent's Global ESG team, in partnership with our investment teams and the Portfolio Support Group, hosted our first-ever Sustainability Summit for portfolio companies based in the UK, Europe and India. Leaders from 23 companies across all five of Advent's core sectors gathered in London for the event.

The agenda highlighted best practices across our portfolio from companies such as EVRi, INNIO and Zentiva, and featured external experts speaking about the financial value of sustainability in capital markets, employee engagement and DEI, sustainability ratings (S&P's Corporate Sustainability Assessment (CSA)), carbon strategy, sustainability reporting and more.

In 2023, we look forward to holding a similar event for our North American and Latin American portfolio companies.



Sustainability Resources for Portfolio Companies
CLIMATE & GHG EMISSIONS

Addressing Climate Change: Building a Better Tomorrow

Private equity has an important role to play in driving the transition to a low-carbon economy and a more sustainable future for people, the planet and the environment. As a long-term steward of investments, with a wide-ranging view across sectors and geographies, Advent is committed to supporting the transition to a low-carbon economy through active engagement with our portfolio companies and by addressing our own operations.



Advent is well-positioned to partner with our companies to meet climate-related challenges

ADVENT'S CLIMATE PHILOSOPHY: VALUE CREATION THROUGH DECARBONIZATION

The pressure on private equity to decarbonize across the portfolio is coming from a range of different stakeholders including consumers, governments, investors and regulators. Advent is well-positioned to partner with our companies to meet climate-related challenges. We believe there is a huge opportunity to create long-term value and drive top-line growth in our portfolio companies, whilst playing a pivotal role in driving the transition to a low-carbon economy.

LAUNCH OF OUR CLIMATE CHANGE STRATEGY

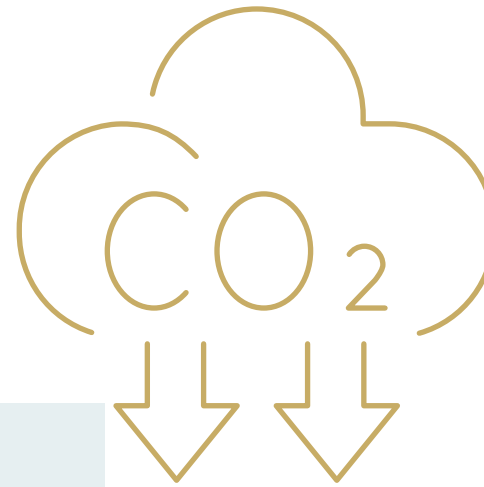
A key focus for Advent in 2022 was building a climate change strategy which is aligned with our culture and values.

Our climate strategy is:

- 1. Rooted in value creation: the strategies which our portfolio companies adopt should preserve or create value for their brand**
- 2. Tangible and measurable: to hold ourselves and our portfolio companies accountable for our commitments**
- 3. Achievable and actionable: built on data-based credible, authentic and deliverable outcomes**

Recognizing that our portfolio companies are all in different stages of their climate journey and that addressing carbon plays a different role in each company's corporate strategy, we designed a flexible approach which encourages our portfolio companies to adopt decarbonization strategies that help create and preserve financial value. Advent's "X by Y" strategy means that portfolio companies can set a reduction target "X" for a certain date "Y" which is tailored to their sector and value creation plan. This common framework offers the needed flexibility for the diversity of sectors and businesses in which Advent invests. This approach will enable Advent to aggregate performance at the fund and firm levels and to provide climate-related data upon which our stakeholders, that have made Net Zero commitments, depend.

Sustainability Resources for Portfolio Companies CLIMATE & GHG EMISSIONS



As we roll out our climate strategy through 2023 and beyond, we will be actively engaging with and supporting our portfolio companies to:

1. **Measure their carbon footprint to understand their current environmental impact**
2. **Identify opportunities to reduce emissions and transition to more renewable alternatives**
3. **Set a reduction target which is aligned with and supports business objectives**
4. **Remove unavoidable emissions through the use of quality carbon credits**
5. **Ensure climate strategies are agreed upon with the board and Advent, through our board representation**

ADVENT'S CLIMATE TOOLS AND RESOURCES

We are building a library of tools and resources for our portfolio companies to support them along the various stages of their decarbonization journeys, with a continued focus on value creation.

With the support of external advisors, we have developed Advent's proprietary Decarbonization Playbook – a first of its kind in the industry – which talks about the “what, why and how” of designing a meaningful approach to climate change, to equip and educate our portfolio companies with the right tools and resources towards achieving net-zero.

To better enable and facilitate our portfolio companies in measuring GHG footprints, we have vetted and built relationships with a stable of third parties who can support our portfolio companies in their carbon accounting.

In 2022 we also enhanced our internal capabilities by expanding our specialist in-house ESG team and ESG Operations Advisors to provide expertise and best practice in developing achievable GHG reduction targets.



Advent's proprietary Decarbonization Playbook talks about designing a meaningful approach to climate change, to equip and educate our portfolio companies with the right tools and resources towards achieving net-zero.

ADVENT'S INITIATIVES AND INDUSTRY ENGAGEMENT

As we drive change through our portfolio companies, we are also committed to improving our own performance. Having established our firmwide operational GHG footprint for 2018-2021, we will begin initiating emissions reduction efforts for our own global activities.

We continue to be strong advocates for industry collaboration, as demonstrated by Advent's leadership role in the Sustainable Markets Initiative Private Equity Task Force (PESMIT). Through James Brocklebank, Managing Partner at Advent and Chair of PESMIT (the Private Equity Sustainable Markets Initiative Task Force) we have pulled together the CEOs of some of the world's largest global private equity firms to focus on how our industry is uniquely positioned to affect the transition to a more sustainable future, including the way in which our industry engages on climate change.

We also participate in leading global private equity industry groups addressing climate change, such as the United Nations Principles for Responsible Investment's Initiative Climate International (ICI).



ENVIRONMENTAL

Managing Impacts

Innovative product development and optimizing internal processes can enable companies to meet market demands in ways that improve both operational as well as customer impacts on the environment. Reducing carbon emissions is a widely recognized environmental priority. Protecting biodiversity and restoring ecosystems is increasingly becoming a focal point as climate change mitigation efforts advance.

Additional dimensions of environmental impact creating value at our companies include avoiding or reducing resource consumption and improving access to clean water. For many Advent portfolio companies, these innovative approaches not only improve their environmental profile, they contribute to the businesses' success and resilience.



In Brazil, more than **100 million people** lack access to safely managed sanitation services



TIGRE

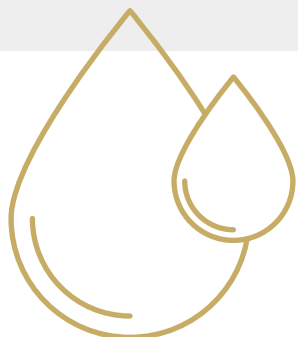
Creative solutions have been part of Grupo Tigre's character since its inception in 1941. The company was founded on the introduction and innovative use of plastics in Brazilian industry, including PVC pipes and fittings. Producing these previously imported and expensive materials helped accelerate the country's economic growth. Today, the Brazil-based multinational provides products and solutions for civil construction, including segments of hydraulics, electrical, drainage, sanitary accessories, infrastructure, industry, irrigation, painting tools, sanitary metals, and for water and effluents in the treatment of water reuse.

With more than 80 years of history, Tigre's purpose is to "take care of water to transform the quality of people's lives." This is an especially compelling objective in Brazil, where approximately 35 million people lack access to clean drinking water and more than 100 million lack access to safely managed sanitation services, such as toilets or latrines. Unsafe

drinking water, inadequate sanitation and poor hand hygiene can cause a wide variety of sometimes deadly diseases. According to Instituto Trata Brasil, in 2020 more than 167,000 people were hospitalized for water-borne diseases in Brazil.

The company's aim to transform peoples' lives by improving access to water addresses an unmet need in its home country and aligns with the 6th goal of the UN's Sustainable Development Goals (UNSDGs): Clean Water and Sanitation. Brazil's Legal Framework for Basic Sanitation aims to provide access to potable water for 99 percent of the population, and treatment and collection of sewage for 90 percent of the population by 2033.

In 2007, the company became a founding member of Instituto Trata Brasil, aiming to increase transparency and accountability around access to clean water as well as the collection and treatment of sewage in Brazil. Tigre was also a leader in the construction materials industry in joining the UN Global Compact's Brazilian Network (Pacto Global Rede Brasil) group dedicated to water.



In Brazil, approximately **35 million people** lack access to clean drinking water

¹ Instituto Trata Brasil



ENVIRONMENTAL

TIGRE continued

Through its fixed and portable systems, Tigre targets water and energy savings, which increase agribusiness productivity and preserve the environment. Tigre's innovation group develops and deploys tailored water treatment solutions for a wide range of customers. These next generation solutions reduce water costs by as much as 40 percent. Efficient reuse of water is facilitated by guaranteed, monitored, high quality treated effluents, or "grey water," which can be a less expensive, equally effective water resource for industrial customers.

In 2021, Tigre treated 6.2 million liters of water and processed approximately 67 million liters of reuse water from customers' effluents. For industrial customers, the company treated 57.6 million liters of water monthly and processed approximately 405 million liters of reuse water and effluents, resulting in significant reductions in water usage and savings in water utility bills for its customers.

Among its recent highlights, Tigre introduced the Sewage Treatment Station (ETE) Lipa, inaugurated in 2022 in Cuiabá-Mato Grosso, which has set a new standard in technology and sustainability. The station currently serves 70,000 people and will reach a total of approximately 120,000 people once the connections to 35 neighborhoods adjacent to the capital are completed. The system can treat 260 liters of effluents per second and has an innovative lifting station, used to pump the sewage collected to the treatment plant for further discharge. Due to its lower operating cost, energy efficiency and environmental impact, the municipality of Cuiabá received the Innovation & Technology award from the Instituto Trata Brasil in 2022.

Through its innovations in single-family sewage treatment solutions, Tigre has developed smaller treatment units, with the potential to replace septic tanks and biodigesters. A small single-family sewage treatment unit performs aerobic biological treatment in an activated sludge system and has the capacity to treat 800 liters of wastewater per day, using only 15 watt-hours per person. These single-family units, called UniFams, help accelerate expanded access to sanitation even when homes are not connected to the municipal sewage system (45 percent of Brazil's population). This energy-efficient solution exceeds regulatory requirements for water discharge and is more than 90 percent more efficient in removing physical-chemical elements and microbiological products. As of 2022, there are 12 units in Porto Feliz (SP), one unit in Vila Moraes, in São Bernardo do Campo (SP); one unit in Fernando de Noronha (PE); and one in Trancoso (BA).

In 2022, Tigre, alongside Instituto Carlos Roberto Hansen, Instituto Iguá and Centro Popular de Cultura e Desenvolvimento (CPCD), started the Programa Cisternas ("Cisterns Program"), which aims to promote access to water for human and animal consumption and for food production, through the

implementation of social technologies directed to low-income rural families with no access to water. One of Programa Cisternas's efforts is "Cisterns in Schools", developed to provide access to potable water in public schools in rural areas. The main social technology used in the program is the cement cistern, which has the capacity to store up to 52 thousand liters of water, capturing rainwater from the school roof and being part of a circular economy. As part of this program, Tigre is donating UniFam units for use in public schools, thus directly impacting the education experience of students, teachers, and staff. As of October 2022, 28 systems had been installed.

These numbers demonstrate the significant contribution Tigre makes in promoting efficiency in the use of financial and natural resources and in partnering for more sustainable businesses.

In 2021 Tigre

treated 6.2 million liters of water and processed approximately 67 million liters of reuse water

UniFams help accelerate expanded access to sanitation even when homes are not connected to the municipal sewage system





ENVIRONMENTAL

CASE STUDY

Caldic

Innovating more sustainable solutions for customers and communities

Caldic B.V, based in The Netherlands, is a growing global specialty chemicals and ingredients distribution solutions business. The company is elevating its practices and improving performance across its approach to sustainability. In addition to completing its merger with Advent portfolio company GTM, and merging with Connell, a division of Wilbur-Ellis, Caldic is preparing to publish its first sustainability report this year, broadening its communication with stakeholders.



Bio-butanol produces **85% lower** carbon emissions than alternative, petroleum-based sources



PRODUCT INNOVATION

In addition to improving the operating environmental profile of its own operations, Caldic is expanding its ability to provide more sustainable products to its customers and engaging in innovative efforts to address fundamental challenges in transitioning to a lower carbon energy future.

In the automotive industry, conventional engine coolants typically contain mineral-based additives (including nitrate and silicate), that are potentially toxic, to inhibit corrosion in surrounding engine components. Caldic has developed an Organic Acid Technology-based (OAT) Long Life coolant that does not require such additives. The pilot effort to test this coolant with light-weight city cars showed that OAT Long Life not only provides a more sustainable formulation but also outperforms conventional coolant technically in terms of product life.

Caldic has an exclusive partnership with cleantech innovator Celtic Renewables for the European distribution of a range of bio-solvents, which can replace many fossil fuel-derived solvents used in everyday products such as paints, plastics, nail polish remover and lipsticks.

Using low-carbon technology, Celtic Renewables converts unwanted and low-value biological material into high-value renewable chemicals, sustainable biofuel, and other commercially and environmentally valuable products.

One of the new solutions Caldic will bring to the market is bio-butanol, which is produced through a fermentation process using sustainable biomass. This process results in a high-purity bio-butanol, which produces up to 85 percent lower carbon emissions than alternative, petroleum-based sources. Primary applications for bio-butanol can include coatings, adhesives and inks, or it can be used as a solvent and an intermediate in the production of monomers and polymeric emulsions. It can also be used in the manufacture of high-performance biofuels.

“This inspiring solution capitalizes on established technology that has been adapted and enhanced for use in a modern biotechnology context. It’s exciting to be their first major re-seller.”

Roger Collis, Principal Development Director, Europe, Caldic



ENVIRONMENTAL



CALDIC continued

Caldic now also offers two additional solutions: bio-acetone and bio-ethanol. These more sustainable substitutes use the same fermentation process, providing “greener” alternatives for products such as paints, coatings, adhesives, inks, cosmetics, personal care products, household and industrial cleaners, pharmaceuticals, research chemicals, and other specialties.

This high-purity bio solution, with its extremely low carbon footprint, provides Caldic’s customers with a sustainable bio-based alternative to fossil-fuel-derived solvents. Celtic Renewables’ pioneering solution has the potential to shift various industries’ dependence on petrochemical products.

At Caldic’s warehouse facilities in Thailand, the company implemented a returnable package system that uses intermediate bulk containers (IBCs) as returnable packaging in place of steel drums. This change has been beneficial from both an environmental and an operational perspective, delivering cost savings, less waste to be destroyed, and reduced filling time as well. A multiple-win project.



Caldic and its partners have created, piloted and refined a solution that provides affordable, compact, loss-free storage of heat energy



LOW CARBON ENERGY INNOVATION Heat Storage Battery – using Salt and Water

Through the HEAT-INSYDE collaboration with 10 other academic and commercial partners, Caldic has brought its expertise to one of the central energy challenges facing society: sufficient affordable energy supply for household heating requirements.

As the EU works towards generating a third of its energy with renewable resources by 2030, furthering protecting EU energy security and independence, more attention is being paid to “companion solutions” for renewables: peaking capacity and energy storage solutions. With improved storage capabilities, energy generated by solar and wind can be made available even when the sun is not shining and the wind not blowing. While others focus on the macro grid-level solutions, the consortium Caldic is part of has focused on distributed solutions feasible at the household level.

Caldic and its partners have created, piloted and refined a solution that provides affordable, compact, loss-free storage of heat energy.

The heart of this “heat battery” consists of a vessel in which salt is hydrated, creating thermochemical energy. When the salt is dehydrated, this energy is stored in the salt itself. Importantly, this energy can be stored in the salt indefinitely, with no losses from leakage or the conversion process. The prototype is designed to use thermal energy (heat) from the environment to evaporate the water, so that no or very low levels of energy are required to “store” the heat energy in the dry salt crystals.

As the consortium explains “Pairing household solar with this heat battery allows the solar heat produced in summer to dehydrate the salt solution, effectively storing energy. When this salt solution is hydrated in the winter - by simply adding water - this chemical reaction produces heat that can be used to heat the home. In the summer, the energy from solar panels can be directed to this salt solution to dehydrate it, effectively storing the energy, loss free, in the salt crystals again.”



<p>AFFORDABLE</p> <p>Affordable price: 5-10 € per stored megajoule</p>	<p>COMPACT</p> <p>Ideal for small basements and storage rooms: < 1 m³</p>	<p>ROBUST</p> <p>Long lifetime: > 25 years</p>	<p>VERSATILE</p> <p>Connect to electrical grid, or connect to district heating network, or be INDEPENDENT</p>	<p>SUSTAINABLE</p> <p>Safe and easy to recycle base material, very low eco footprint, designed for re-use.</p>
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CALDIC continued

The primary ingredient, a specific form of salt called potassium carbonate, was selected because of its safety, low toxicity, availability and environmental footprint. Due to its chemical composition, producing potassium carbonate involves binding a significant amount of CO₂ and transferring it into a carbonate ion (CO₃²⁻).

Caldic advised on and developed the optimal shape for the salts (thermochemical material). The company is now positioned to mix and shape the optimum composite particle which it now supplies to the consortium.

As the prototype heat battery evolves, Eindhoven University of Technology (Netherlands) and TNO (The Netherlands

Organization for Applied Scientific Research) are working to improve the heat battery installation, making it simpler, lighter and more efficient. The current model is made of simple metals, which means it is less energy intensive to produce and more easily recyclable after its useful life.

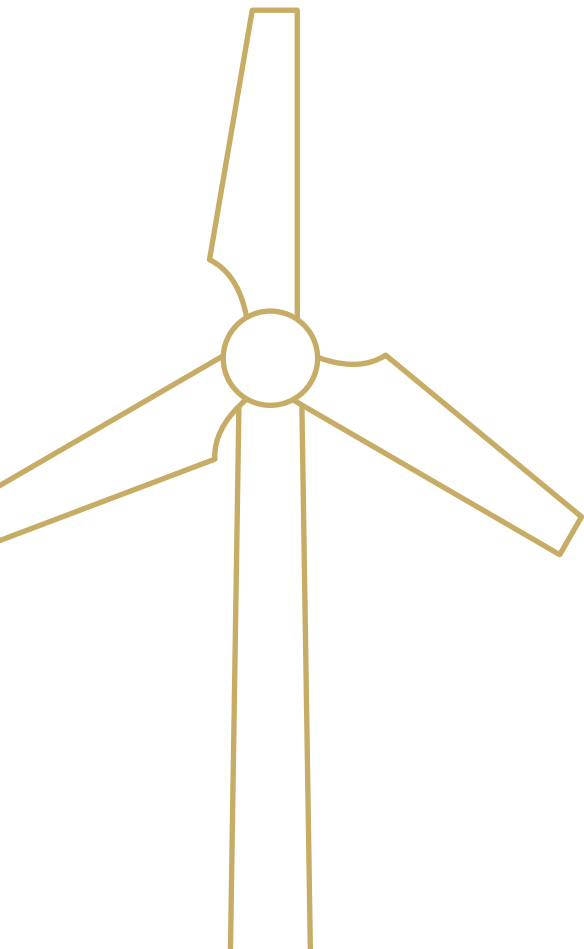
As the solution evolves, consortium partners are exploring the possibility of transporting heat to households from areas where lots of energy is produced, such as industrial plants. Prototype testing and product improvement continues. A commercially available solution may be ready as soon as 2025, according to the HEAT-INSYDE website.

“Being part of this group of innovative scientists joining forces to tackle the energy challenge gives me the energy to go the extra mile and come up with innovative solutions. It gives us an opportunity to develop ourselves and at the same time to make a contribution, however small, to a better world.”
 Henry van der Meer,
 Project Manager, Europe, Caldic

ENVIRONMENTAL



100% renewable energy achieved at manufacturing sites in Prague and Bucharest



“Step by step, with projects like this, we are getting closer to our goal of becoming carbon neutral in a few years’ time. Congratulations to all colleagues in India who made the renewable energy upgrade in Ankleshwar possible. We will continue to focus on reaching other sustainability milestones and contributing to a greener planet in the coming months.”

Ines Windisch, Head of HR, Communications & Sustainability, Zentiva



ZENTIVA

Zentiva is a leading pharmaceutical manufacturer and a Pan-European platform for generics medicines and Consumer Healthcare brands. The purpose of the company is to ensure the supply of high quality and affordable medicines. As of 2022, more than 100 million people in Europe and beyond trust Zentiva’s products. Having commenced its sustainability journey in 2019, the company’s strategy continues to evolve. Zentiva’s ESG action plan is informed by an ESG assessment and is built around three pillars: People, Partners and Planet.

Pharmaceutical manufacturing requires significant energy and, as a result, produces greenhouse gas emissions which must be carefully managed. As part of its action under the Planet pillar, Zentiva has conducted a carbon footprinting exercise, is committed to monitoring and is reducing its carbon footprint. The company has recently publicized its goal of becoming carbon neutral by 2030. At its European manufacturing sites in Prague and Bucharest, Zentiva has achieved 100 percent renewable energy and it is upgrading its manufacturing site in Ankleshwar, India to significantly increase the level of renewable energy.

Zentiva will plant 1 million trees by 2030



Further investments have been made to complement the onsite wind turbine with solar panels in order to produce energy on site. In addition to its carbon neutrality commitment, the company has recently published its commitment to biodiversity and reforestation and will plant 1 million trees by 2030. The team is also driving efficiency programs focused on energy, waste, water and waste-water within its operations. In 2022, Zentiva signed the UN Global Compact on human rights, labor, environment and anti-corruption and is following its ten principles.

ENVIRONMENTAL

TEKION

Positively disrupting an industry that has not seen disruption in more than 50 years, California based Tekion has challenged the paradigm with one of the first and fastest cloud-native automotive platform that includes the revolutionary Automotive Retail Cloud (ARC) for retailers, Automotive Enterprise Cloud (AEC) for manufacturers and other large automotive enterprises and Automotive Partner Cloud (APC) for technology and industry partners.

Tekion connects the entire spectrum of the automotive retail ecosystem through one seamless platform. The transformative platform uses cutting-edge technology, big data, machine learning, and AI to seamlessly bring together original equipment manufacturers (OEMs), retailers/dealers and consumers.

The automotive industry plays an increasingly significant role in transitioning towards a decarbonized economy and building a more sustainable future. Transportation is the source of nearly a quarter of CO2 emissions globally. Increasing the adoption of electric vehicles (EVs) can play a huge role in reducing emissions from transportation.

The automotive retail ecosystem is also heavily paper-reliant. Selling a car involves exchanges of multiple sets of bulky printed documents between dealers, vehicle buyers, OEMs and automotive lenders. Some dealerships in the United States spend \$20,000 per month just on buying paper and printing supplies to run their operations.

To help accelerate a more sustainable future, Tekion has committed to facilitating the growth of EV sales by launching the Automotive Enterprise Cloud platform, a white label platform that enables OEMs and other enterprises to offer customized branded experiences to vehicle buyers. Today, all of General Motors' EVs are retailed exclusively via Tekion's AEC making the EV sale process simple and delightful for its stakeholders.



As the demand for electric vehicles continues to rise globally, due to both consumer preferences and regulatory implications from the transition to a low carbon economy, Tekion's AEC makes the process easier for customers, dealerships and lenders. AEC is built to tackle predicted challenges dealerships are facing during the EV transition and will continue to support through the growth of the EV market.

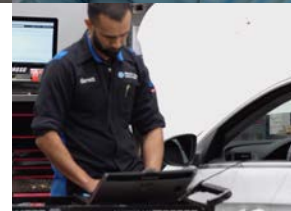
Tekion has consciously built its workflows for dealership customers to increase digitization and reduce reliance on paper. Through a combination of thoughtful product design, built-in e-signing capability, online payment options and several other features, Tekion has revolutionized the path to a paperless future. One dealership on the Tekion platform went 100 percent paperless within months of launching the Tekion platform. See testimonial video at <https://tekion.com/testimonials/37>

Within its own operations, Tekion has invested in remote technology implementations and committed to reducing its own operational carbon footprint. Tekion has consciously invested in building tools, processes and teams that can implement Tekion's dealer management system at dealers without traveling on-site and without compromising on implementation quality, speed or efficiency. In 2023, more than 60 percent of Tekion's customers were launched remotely, helping Tekion reduce its carbon footprint.

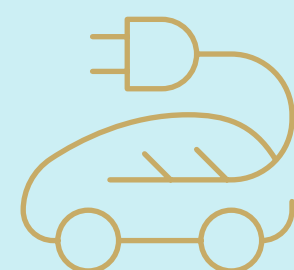
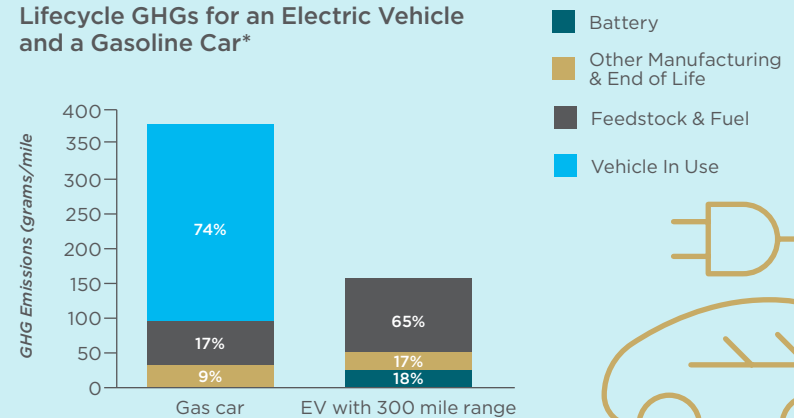


“This is great for the environment. It’s a bi-product of efficiency. So where do you lose? There is no downside.”

Joe Castelino, Fixed Ops Director, American Motors Group, Tekion Customer



Lifecycle GHGs for an Electric Vehicle and a Gasoline Car*

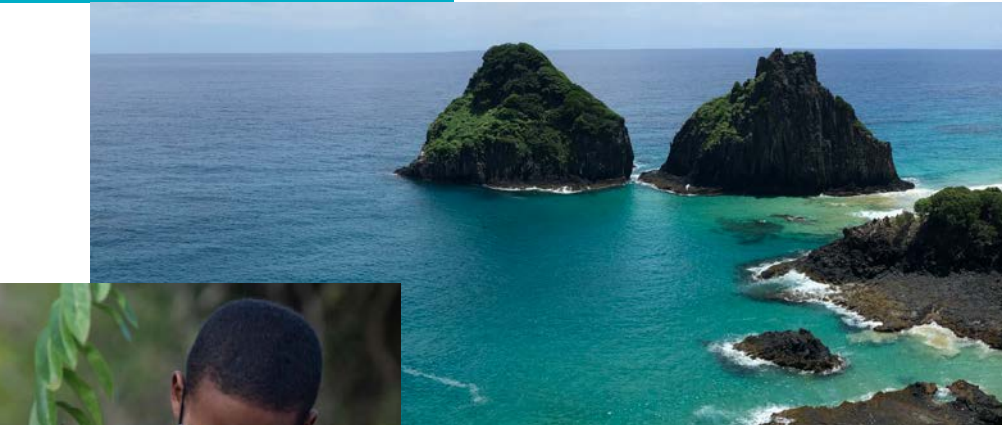


* US EPA Illustrative estimate based on model year 2020 vehicles: <https://www.epa.gov/greenvehicles/electric-vehicle-myths>

ENVIRONMENTAL



Approximately
300 seedlings
were planted in the park
between 2021 and 2022



GRUPO CATARATAS

Fernando de Noronha is a volcanic archipelago located 360 km off the Brazilian coast considered one of the most important ecological sanctuaries in the world. The archipelago is home to the greatest diversity of seabirds in Brazil, including migratory seabirds, as well as a huge number of fish, sea turtles, corals, dolphins, rays, sharks and many other marine species that depend on a balanced ecosystem. In 2001, the Fernando de Noronha archipelago was designated a UNESCO World Heritage Site because of its environmental distinctiveness.

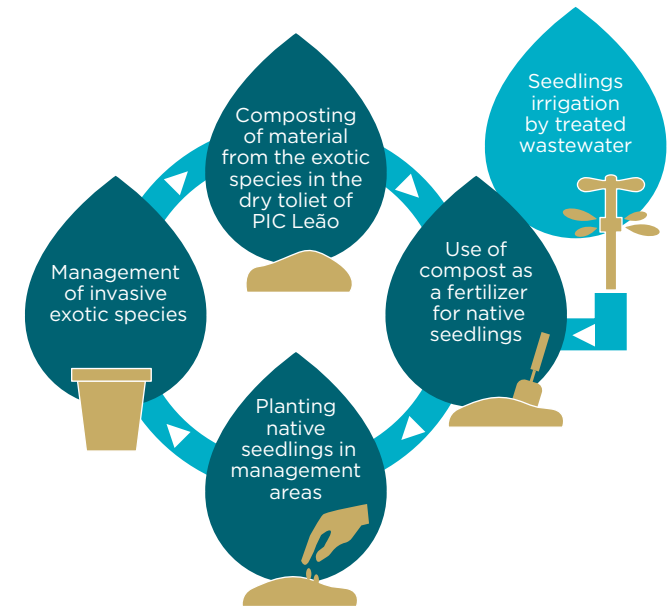
The vegetation of the Fernando de Noronha Archipelago has suffered since the early years of its colonization with various forms of anthropogenic disturbance, such as deforestation, logging, fires and the introduction of invasive exotic species.

Biological invasions have been considered one of the main threats to biodiversity, causing damage to extremely biodiverse areas, such as tropical forests, and even to isolated islands, as is the case of Fernando de Noronha. Invasive exotic species compete for food and territory with native species, generally do not have natural predators and reproduce with considerable speed, which can lead native species to extinction.

Competition with invasive exotic species has had an impact, for example, on the mulungus (*Erythrina verna*), native trees that are true nurseries for birds such as the sebito de noronha (*Vireo gracilirostris*) and the cocoruta (*Elaenia ridleyana*), both endemic to the archipelago, and the endangered red-footed booby (*Sula sula*). Because the shelter and breeding grounds of many bird species are affected by displacement of native species, including trees, restoring the native flora is essential in protecting the islands' ecosystems and biodiversity.

Cataratas S.A.'s subsidiary EcoNoronha has managed the National Marine Park's concession in the Fernando de Noronha since 2010 and, as part of its mandate, has committed to managing visitation in the archipelago and infrastructure for access to the main beaches.

In order to control the island's invasive plant species, EcoNoronha is working on an environmental program to remove invasive vegetation by replacing it with seedlings of native species from the archipelago. The project is based on natural cycles, where resources are re-used and the potential negative impact is actually transformed into ecosystem restoration.



With this initiative, EcoNoronha seeks to promote the reduction of territorial occupation by invasive exotic species, enrich the local vegetation with biodiversity of native species and engage visitors to get to know the work of the seedling nursery and plant a seedling within the Fernando de Noronha National Marine Park. More than 1250 seedlings have already been cultivated in the nursery and approximately 300 seedlings were planted in the park between 2021 and 2022.



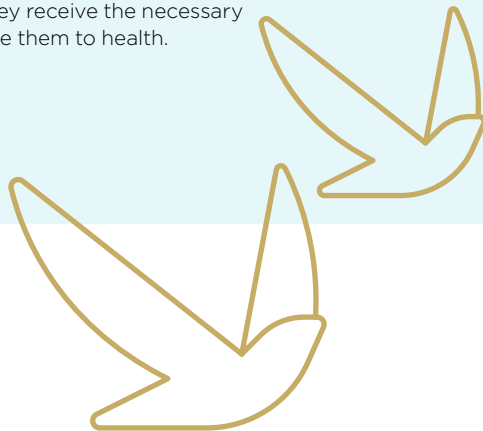
ENVIRONMENTAL

GRUPO CATARATAS continued

Illegal trafficking of wild animals poses a different kind of anthropogenic threat to birds and other terrestrial species in Brazil.

It is estimated that animal trafficking moves between 10 to 20 billion dollars a year in the world and that approximately 10 percent of illegally trafficked animals come from Brazil. According to the National Network to Combat Wild Animal Trafficking (<https://renctas.org.br>), 38 million animals are removed from nature every year in Brazil, of which 9 out of 10 animals die before reaching the final consumer, due to precarious and incorrect management. According to the World Wildlife Fund (WWF), in Brazil, birds are the most captured and sold animals on the illegal market because of their beauty and songs.

Bioparque do Rio works to raise awareness of animal trafficking. In one of its immersion enclosures, visitors have access to an area with more than 40 species and 170 animals, most of them rescued from trafficking. These animals have had their wings clipped and therefore cannot be returned to the wild. In the Bioparque they receive the necessary care to restore them to health.



At the same time, the Bioparque supports projects for the reintroduction of commonly trafficked species such as blue-and-yellow macaw (*Ara ararauna*) and Green-winged saltator (*Saltator similis*).

In 2021, Bioparque started a project to reintroduce the Green-winged saltator, a species frequently the victim of trafficking due to its beautiful singing. Green-winged saltators recovered from traffickers were transferred to Bioparque do Rio from a Wild Animal Screening Center (CETAS), which is home to many animals rescued from trafficking. Veterinary examines and quarantine were carried out at the Bioparque and in March 2022 they were released into the Tijuca National Park.



38 million animals are removed from nature every year in Brazil

Visitors see more than 40 species & 170 animals, many rescued from trafficking



*According to experts with the Convention on Biological Diversity

 ENVIRONMENTAL



Culligan provides water solutions to more than 100 million consumers, avoiding the use of more than **40 billion** plastic bottles annually



“Our strong ESG commitment anchors Culligan’s determination to be the most trusted provider of all water needs for people all over the world, everywhere, every day.”

Scott Clawson, Chairman & CEO, Culligan International

CULLIGAN

At Culligan, one of the world’s most recognized and trusted names in water for the past 85 years, the company’s purpose is to change people’s lives and improve the environment by providing clean, sustainable drinking water. Culligan provides water solutions to more than 140 million consumers, avoiding the use of more than 40 billion plastic bottles annually. These solutions are urgently needed, as the world faces ongoing water crises that are exacerbated by climate change. According to the World Health Organization, 1 in 10 people lack access to safe drinking water and half of the human population will live in a water-stressed area by 2025. Moreover, water is increasingly contaminated with lead, “forever chemicals”, and microplastics. As consumers globally become more aware of the impact of products and services they consume, the benefits of Culligan’s water products and services are increasingly appreciated.

Culligan was established in 1936 as a provider of water softening solutions for residences in Illinois. Committed to innovation, the company has become a leading provider of water treatment needs, with more than 1000 dealers in over 90 countries.

Culligan has expanded its efforts to integrate ESG principles into its operations and culture with a materiality assessment to inform the foundation of its global sustainability strategy. Culligan conducted a baseline carbon inventory across all global business impacts, informing ongoing carbon reduction projects. The company brings creative solutions to the table to reduce its carbon footprint to align with and exceed international requirements.

Culligan has even taken its sustainability efforts one step further, by developing Lifecycle Assessment (LCA) tools for its leading sustainable consumer solutions. Third-party

experts verify these proprietary tools, enabling Culligan to quantify and communicate the environmental benefits of its key products to consumers. The tools calculate the number plastic bottles and carbon emissions avoided by consumers who choose Culligan products. This approach reinforces sustainability as the keystone of new product development.

Leveraging its strong foundation, Culligan is poised to emerge as an industry leader in ESG. The company continues to prioritize sustainable business practices, extend support to communities around the world, and upholds the integrity of its supply chain, all contributing to its progress towards this goal.



SOCIAL

Focus on Stakeholder Relationships

Advent believes that broadening inclusion and diversity of perspectives within our companies leads to more satisfied employees, better talent retention and improved decision-making.

As companies engage with the communities where they live and operate, contribute to health, wellness and nutrition and communicate with stakeholders, they contribute to their own future success. Extending beyond their immediate imperatives, several portfolio companies are contributing to the longer term goals of their communities, including providing educational and employment opportunities.



In 2022 Yduqs served more than 1.2 million students across every Brazilian state



YDUQS

Headquartered in Rio de Janeiro, Yduqs was created in July 2019 from Estácio Participações and is a public company. The company's mission is to transform Brazilian education through the extensive use of technology to support the development of young people and adults from all income levels, across the country, through sustainable practices for all its stakeholders. Yduqs has strengthened its ESG governance and continues to drive advancement in environmental and social aspects of its education businesses as well.

One of Brazil's largest private higher education groups, Yduqs serves approximately 1.2 million students across every Brazilian state as of December 2022. With approximately 17,000 employees, on-campus locations and a sophisticated approach to digital learning platforms, the company offers more than 100 undergraduate programs and more than 400 graduate level and professional certification programs. Through its portfolio of education provider brands, the company's brands provide programs in fields such as healthcare, law, business and engineering. Yduqs stands out in the Brazilian market for its nationwide reach and its ability to reach a broad range of potential student populations anywhere in the country. The company's purpose is to continuously enhance education and degree options, reaching even more students and fields. Yduqs, the holding company, is the owner of higher education

brands Estácio, which provides several lifelong learning options for students; Ibmeq; Damásio; Wyden, with a strong presence in different regions and complementary portfolio with regional expertise; the edtechs EnsinMe, Grupo Q (acquired in mid-2021) and Hardwork Medicina (acquired in March 2022). Through these institutions, Yduqs devotes its efforts to serve the educational needs of its students throughout their entire careers.

In 2021 the company created an ESG Committee, with in-house experts from different areas dedicated to researching and defining initiatives related to environmental, social and governance topics. The company publishes a detailed annual Sustainability Report, describing the main internal practices and policies including the company's 24 ESG goals, aligned to UNSDGs, and the management approach to achieving them. In addition, the company is following global best practice and aims to increase executive and Board accountability for ESG targets.

Since Advent's investment in the company, company leadership has continued to advance Yduqs's corporate governance. Yduqs has introduced new members to the company's board of directors to ensure different perspectives and expertise were incorporated. A female CEO of a K-12 educational group was invited to join the Board and sit on the Governance and Human Resources committees. Others brought finance and governance best practice to board oversight as well as strategic and financial decisions.

 SOCIAL



More than 75% of Yduqs graduates surveyed are currently employed



YDUQS continued

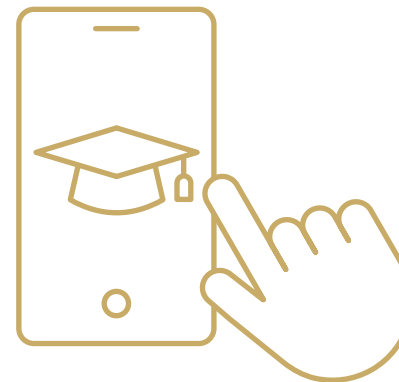
Yduqs aims to increase its student population and prepare people for employment in significant sectors across the economy, including law, medicine, and technology. The company's core operations align with UN SDGs 3, 4, 5, 8 and 10 in the social dimension: healthcare, quality education, gender equality, decent work and economic growth, and reduced inequalities. To measure its success in advancing corporate sustainability goals, Yduqs measures its progress in a variety of ways that demonstrate the number of people affected: Number of professionals graduated with high quality at Yduqs institutions over a 3-year period (goal is 500,000), number of people trained in business and entrepreneurship skills (goal is 150,000), number of students whose curricula include ESG content (goal is 120,000), in addition to gender and racial diversity goals. The company also tracks the status of its graduates to demonstrate success in employment and compensation at the brand as well as at the holding company level. Most recent results indicate that more than 75 percent of graduates surveyed are currently employed.

In addition to providing affordable educational opportunities across Brazil, in 2021, Yduqs established the Yduqs Institute to coordinate

and amplify the impact of the company's many community engagement and philanthropic efforts. The Yduqs Institute sponsors and oversees efforts and partnerships in support of education, social development, environment and health. The company reports that more than 1 million people benefitted from Yduqs Institute-related projects over the last three years, including enabling more than 500 people to reach a specific literacy standard, assisting more than 30,000 women in the job market and supporting thousands of surgeries with a partner hospital.

Yduqs's portfolio of education brands served more than 1.2 million students in 2021, approximately 40 percent of whom access their educational materials via cell phone. The company's investment in digital transformation has been essential in enabling year-on-year growth of over 60 percent in 2021.

Created in 2019 to offer high-quality education at scale, Yduqs's business area EnsinMe addresses students' needs with a team of technology, programming and design specialists and renowned professors. Yduqs's data-driven approach revealed that 70 percent of students work during the day and that mobile flexibility is essential for their success. To help students pursue their educational goals,

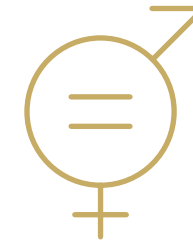


40% of students access their educational materials via cell phone

EnsinMe focused on creating innovative formats for mobile devices, such as shorter videos and new audio content, anticipating the increasing importance of mobile flexibility in the market. For younger students, the content reliability, high product usability and audiovisual quality created at EnsinMe's high tech production studios is an important part of Yduqs's appeal.

Recognizing that creative digital offerings increase student renewal and retention rates, protect and increase revenue, and achieve cost efficiencies, Yduqs continues to invest in its digital transformation journey. Importantly, the digital tools currently available for Yduqs' different brands can be quickly replicated and customized. For example, the company has reinforced its program "Vida Toda", which provides a robust set of career-preparation options through recently acquired brands such as Hardwork Medicina, Grupo Q and Damásio. These programs enable Yduqs to remain relevant to its students' continued professional development and increase the lifetime value of their connection with the company.

SOCIAL
CASE STUDY



CI&T signed on to the Women's Empowerment Principles, established by the UN

CI&T Diversity and employee engagement

Headquartered in Campinas, Brazil, and growing its business in Europe and North America, CI&T is a provider of strategy, design and software engineering services to enable digital transformation for the world's largest enterprises and fast-growing companies. As companies race to provide their end-customers with a digital-first experience, CI&T's highly talented multidisciplinary teams of strategists, designers and engineers bring a 26-year track record of accelerating business innovations through its end-to-end scalable digital solutions.

Through its collaborative approach, the company is deeply embedded within its clients' organizations, helping drive digital transformation in their day-to-day business operations and strategic thinking. CI&T does this at scale with a global presence of over 5,000 professionals spread across eight countries.

More than 50 blue-chip companies and fast-growing businesses across geographies and industry verticals trust CI&T as their partner for digital transformation. Its clients have included major corporations such as Johnson & Johnson, AB InBev, Nestlé, Google, Itaú Unibanco, Coca-Cola, LifeScan and Vivo.

An essential factor in CI&T's success, and therefore a priority issue for the Board and relevant committees, is its culture. Supported by the Global ESG Consulting Committee, CI&T emphasizes the importance of its talented employees and of encouraging outside-the-box thinking. Recognizing the importance of gender balance and opportunities in the workforce, CI&T signed on to the Women's

Empowerment Principles, established by the UN and formed by international standards of work and human rights. The purpose of these principles is to highlight companies' responsibility for transforming the work environment, the market and society with respect to gender equality.

At CI&T, ESG, DEI and community development are clear drivers of employee satisfaction and retention. CI&T has set a goal of reaching a significant number of its employees participating in education efforts for low-income communities by 2025. In keeping with this goal, local teams are encouraged to deliver education programs for low-income areas in their communities. In addition, the company maintains a strong commitment to creating equitable growth opportunities and educational and workforce development experiences for underrepresented groups. In 2022, CI&T promoted a hiring and training program for more than 50 people with disabilities in our operations in Brazil and initiated an internal career acceleration program for Black people.

 SOCIAL

CI&T continued

In support of CI&T's mission, the company measures a set of KPIs that are monitored closely by the Diversity and Sustainability team and the ESG Consulting Committee. These include employee engagement score, attrition rates, underrepresented group team percentages and proposal acceptance rates. In 2022, the company began to monitor potential employee pay gaps and is assessing data on career development paths for female employees.

One of CI&T's goals is to have 55 percent of its team members represented by the following groups: women, people of color, people from the LGBTQIA+ community and people with disabilities. The company has reached that goal and continues to strive for greater diversity within its workforce.

As a result of these efforts, CI&T has been recognized as one of the best places for LGBTQIA+ people to work in Brazil. The company also received the UN Good Practices of Employability for Workers with Disability award.

The company has also been named as a Great Place to Work by the GPTW Institute in Brazil for 15 consecutive years. Similar recognitions have also been given to CI&T in the United States as well as the Asia-Pacific region.



The company has been named as a Great Place to Work by the GPTW Institute in Brazil for **15 consecutive years**



CI&T has been recognized as one of the best places for LGBTQIA+ people to work in Brazil

 SOCIAL

TIGRE

As part of its commitment to community development, for more than a decade Tigre has participated in a government-sponsored penitentiary rehabilitation program that provides incarcerated people employment and re-socialization opportunities. Through Funap's Labor Allocation Program, currently incarcerated people are provided work at the penitentiary or rehabilitation center or are permitted to work at a company production site on a day basis, depending on their predefined status in the system.

The program is designed to provide productive educational experience, professional qualification and income generation for incarcerated people to ease their eventual reintegration into society. Incarcerated people that participate in this program receive the same treatment as any other employee of the company and are challenged to achieve the same goals. The company pays workers the national minimum wage plus program-related fees. Income earned is split between the inmate, the inmate's family and either repayment of any outstanding fines or debts related to the infraction or a general pool shared among other inmates who work in unpaid internal activities at the resocialization center.

Tigre's support for this initiative helps these people by improving the possibility of reentering the labor market, sentence reduction and contributing financially to their families. The program also positively affects the overall environment of the penitentiaries, according to management.

The company is currently the largest employer of incarcerated people in the state of São Paulo with 270 men and women involved in the program at penitentiaries and rehabilitation centers in the regions of Rio Claro and Joinville,



Tigre is currently the largest employer of incarcerated people in the state of São Paulo with 270 men and women involved in the program



 SOCIAL

BSV

Founded in 1971, Bharat Serums Vaccines (BSV) is a biopharmaceutical leader in women's healthcare, assisted reproductive treatment, critical care and emergency medicine in India and emerging markets. The company is based in Mumbai and currently employs more than 1500 people.

As a company founded to produce generic medicines for India's healthcare needs, supporting underprivileged women and children in India is a core part of the company's mission. BSV's social responsibility efforts center on four areas for change; Community Development, Health, Hunger Eradication and Skill Development. In each of these areas the company partners with local NGOs to provide resources directed towards improving each of these dimensions.

BSV supports women's health and wellbeing initiatives in a variety of different areas. Project PRERNA, for instance, is a women's health project in the state of Jharkhand that focuses on addressing the Rh-incompatibility challenge for pregnant mothers through a proper screening process. Through social initiatives such as this, BSV is committed to bringing "life to life" and, in keeping with India's National Health Mission, building a healthy India for all mothers, children and citizens.

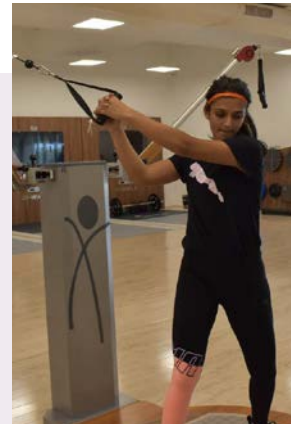
Part of the company's focus on women's health involves bringing global best practice and sports science to the women's sporting community in India. This effort has translated into BSV's partnership with Olympic gold medal winner- Abhinav Bindra through the flagship program "Sports4Her", run by the Abhinav Bindra Foundation Trust. Sports4Her endeavors to focus on the physical, emotional and mental wellbeing of young women athletes who are potential medal winners for India and covers nutrition and health, among others. In the third

year of this ongoing partnership, this program has already seen positive results with a few of the sponsored athletes winning medals at the national level.

Community development efforts supported by BSV include addressing hunger and supporting skills development and education. One of the world's fastest-growing economies, India still ranks highly in the Global Hunger Index with many children suffering from malnutrition and living in poverty. BSV has, in the past, supported the grassroots NGO "Prem Seva Mahila Mandal" (translated as "Love & Service Women's Organization") by contributing towards daily meals for 500 underprivileged children in the outskirts of the city of Kalyan.

Education is a core area of focus and BSV has begun an initiative to support students of government schools in the Jalna district of Maharashtra by providing laptops to each of them. Skills development programs supported by the company include vocational training and teaching of conversational English, I.T., and life skills to underprivileged women and students in Mumbai through the Rotary Club of Bombay.

Investing in community and women's economic empowerment is fundamental to achieving the UN Sustainable Goals and has important linkages with gender equality, poverty eradication and inclusive growth.



Sports4Her focuses on the physical, emotional and mental wellbeing of young women athletes



BSV's social responsibility efforts center on four areas for change

Community Development



Health



Hunger Eradication



Skill Development



SOCIAL

MCAFEE

McAfee, headquartered in the San Jose, California, is a well-known leader in consumer online protection.

Recognizing that a more diverse workforce and leadership leads to better outcomes and strengthens decision-making, McAfee has been working to build an equitable and inclusive culture.

Holding themselves accountable for the company's internal efforts, McAfee is driving transparency and stakeholder dialogue by publicly disclosing a diversity dashboard on its website. The dashboard shows the company's workforce composition at global gender and ethnicity levels across the overall firm, and gender at the leadership, technical and non-technical roles. Global female representation increased to 33.2 percent in 2022, up from 30.9 percent in 2021. There has been an 8.2 percent increase in women in director and above roles since 2020.

Reporting on the makeup of its workforce has enabled McAfee to identify where increased focus is needed in gaining and retaining female talent. To continue promoting ethnic representation, McAfee is strengthening relationships with external partners to support their own inclusive hiring efforts, uses inclusive language in job descriptions, and invested in unconscious bias training.

With the company's annual Impact Report, McAfee communicates its approach to human capital and diversity, equity and inclusion across many dimensions. The continuation of McAfee Communities and McAfee Groups, commitment to offering benefits that support every life stage, and more helps ensure the culture reflects the company values and aids in "supporting a more inclusive industry" as a whole.

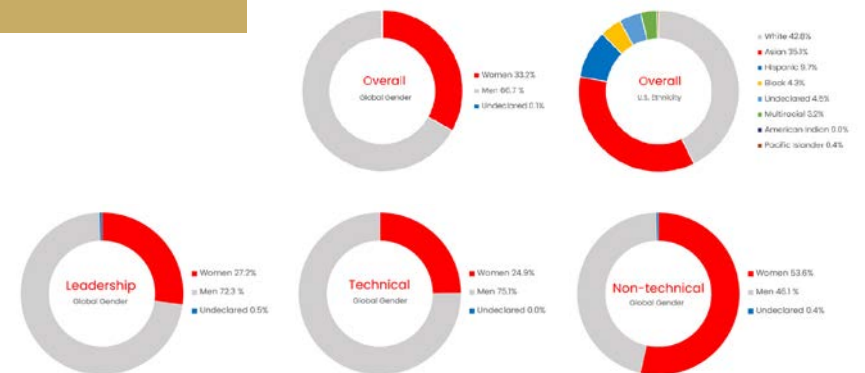
Acknowledging the importance of pay equity, in 2019 McAfee became the first large pureplay cybersecurity company to achieve gender pay parity. In 2020, the company expanded pay parity to include professionals from underrepresented groups in the U.S. To ensure equal advancement for its employees and to mitigate potential unconscious bias in promotion decisions, McAfee undertakes a Diversity Impact Analysis frequently. This analysis is performed as part of ongoing program execution and was designed to ensure that, at minimum, promotions and awards are representative of each diverse group within the organization.

The company's vision remains to accelerate meaningful change both inside and outside its walls.

McAfee's vision remains to accelerate meaningful change both inside and outside its walls



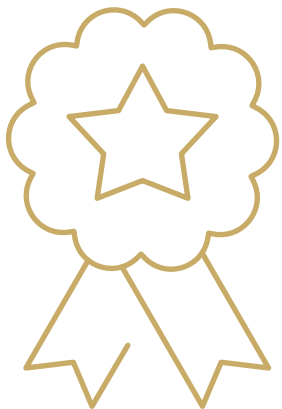
Global female representation was 33.2% in 2022
up from 30.9% in 2021



SOCIAL



In 2023, Zentiva received the Top Employer Certification by the Top Employer Institute in the Czech Republic and Romania for the second year running



As of February 2023, **45%** of managerial positions were held by women

ZENTIVA

Zentiva, headquartered in the Czech Republic, is a fast-growing pharmaceutical manufacturer and a Pan-European platform for generics medicines and consumer healthcare brands. With roots going back more than 500 years, Zentiva has built a strong legacy.

The company's workforce now represents more than 50 nationalities and 4 generations. Zentiva continues to use metrics and materiality to drive a targeted approach to sustainability, embedding employee engagement and DEI into the company's core business strategy. With a sustainability strategy and roadmap framed around three pillars "People, Partners and Planet", employee engagement is fundamental to the company. Employees at Zentiva are very engaged; the company's third employee engagement survey, "Heartbeat 3," had a participation rate of 93 percent and 90 percent of respondents reported being proud of working at the company. The more than 12,000 comments received through the survey were reviewed and discussed by the Executive Committee. Zentiva prides itself on its engaged workforce and on continuing to advance its DEI commitments with its employees and company culture.

Along with employee engagement, diversity is a core focus area within the "People" component for Zentiva. The company shows a healthy female-to-male gender balance of 51:49 across the organization and aims to

achieve this balance at all levels of the organization, including leadership, by 2026. As of February 2023, 45 percent of managerial positions were held by women.

To support its commitment to embedding DEI within the foundational values of the company, Zentiva signed the Diversity Charter in Czech Republic and in Romania, its flagship locations, and in Slovakia. The Diversity Charter is based on a set of general principles voluntarily assumed by the signatory to promote diversity, non-discrimination, inclusion, and equal opportunities in the workplace.

Zentiva has received several awards that recognize the company's distinctive culture and high levels of employee satisfaction. In 2023, Zentiva received the Top Employer Certification by the Top Employer Institute in the Czech Republic and Romania for the second year running. The Top Employer Institute conducts an audit across 20 areas including leadership, business and people strategy, human resources strategy, environment work, talent acquisition, performance, career, wellbeing, ethics and integrity, diversity and inclusion. In addition, Zentiva was accredited in 2022 as a "Great Place to Work" across five countries: Italy, Poland, Serbia, Slovakia and the UK. Finally, Zentiva's commitment to supporting talented future employees is reflected in its being included in a student-nominated award as a Top Employer in the Czech pharmaceutical industry for the eight consecutive year.

 SOCIAL
CASE STUDY

Grupo Cataratas Reception of social groups as a transformation tool towards a more sustainable future

Grupo Cataratas in Brazil aims to “redefine people’s relationship with nature.” In addition to the approximately 5 million tourists that annually visit the national parks, bioparques and aquariums the company operates, Cataratas has begun offering access to the facilities for groups from underserved communities, favelas, in Rio de Janeiro.



More than **5,000** people, mostly children, visited AquaRio and Biopark for free in 2022

According to a recent census, more than 20 percent of the population of Rio de Janeiro lives in favelas or neighborhoods with poor infrastructure. Social inequality often isolates people who have substandard access to education, health, sanitation and even leisure, even though they live in one of the world’s best known tourist destinations.

Cataratas offers transformative experiences with nature that combine exposure to nature and exotic species with education about ecosystems and biodiversity and conservation. Access to important spaces for leisure, scientific research and nature conservation, such as AquaRio, Bioparque do Rio and Tijuca National Park can open horizons to different realities, inspiring people of different origins.

In this context, the Cataratas initiated a formal program to enable groups from disadvantaged areas to visit the parks of Rio de Janeiro. In 2022 alone, more than 5,000 people, mostly children, visited AquaRio and Biopark for free, on guided tours with educators.

The theme of inclusion also plays a role in the company Grupo Cataratas itself. Cataratas has launched important initiatives to advance

workplace-readiness for socially underprivileged groups (women, people with disabilities, LGBTQIA+, black, indigenous, vulnerable immigrants, and 50+). For each of these groups, a dedicated program aims to increase their participation in the Grupo Cataratas’s team of ambassadors (as the company calls its employees). In addition, representatives of each group form the PLURAL committee, where inclusion issues are discussed for the development of an increasingly aware and diverse company.

Extending inclusion in the workforce to other qualified yet marginalized groups led to the formation of The Novo Lar Program, which works with vulnerable refugees. In Venezuela, the political and economic crises of the last several years forced a migratory movement of people to Brazil. Grupo Cataratas partners with projects that welcome Venezuelan and other vulnerable refugees to Brazil. The company promotes integrating professionals amongst the refugee populations in the job market, enabling them to build an economic foundation for a better future. Currently, Grupo Cataratas has fourteen ambassadors that are part of the Novo Lar Program.

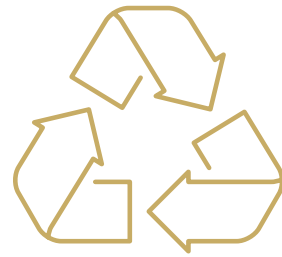




GOVERNANCE

Enhancing Governance through Expertise, Processes and Culture

Advent believes that good governance and oversight are essential to protecting the value we help create during our ownership phase. From rigorous Science-Based Net Zero Targets, to leading supply chain management processes, to robust professional development programs, to DEI, to sustainability and ESG metrics, it is essential to build proper principles, policies, and programs, and to track data and maintain regular oversight. Being part of customers' management of sustainability-related objectives is proving to be an increasingly valuable dimension of value creation strategies.



Driving more sustainable practices across the breadth of INNIO's value chain requires efforts such as design of new and existing components, procurement, and collaboration with suppliers



INNIO

Advent portfolio company INNIO, with global operations and headquarters in Austria, is taking action to drive decarbonization through product innovation and by leveraging concepts of circular economy. INNIO recognizes that its fuel-flexible and hydrogen-ready gas-fired engines and compression solutions play a significant role in providing energy solutions that can help its customers facilitate the transition to a low carbon or carbon-free economy.

The company aims to leverage technology, innovative engineering, analytics and digital solutions to facilitate this transition. Increasing the operational life of INNIO's products, offering remanufacturing and upgrade programs, leveraging digital capabilities to hone flexible maintenance schedules, and increasing circularity in material usage are all central to this effort.

INNIO has a goal of having more than 90 percent of material inputs being reused, recycled or reclaimed by 2030. In addition to optimizing resources and material use through an extended lifetime, INNIO has begun reclaiming products for reuse and recycling

components and products. In 2021, INNIO's Jenbacher Remanufacturing program avoided the need for more than 1,500 tons of new raw materials. Fifty-three percent of material inputs were recycled, reused or reclaimed as of the end of 2021.

As the company formalizes and continuously improves its approach to sustainability, it is increasingly integrating its ESG-related priorities into its requirements for and relationships with suppliers.

Since becoming a stand-alone business at the end of 2018, INNIO has established a Supplier Responsibility Guidelines program, enabling the company to identify areas of higher risk and perform in-depth, on-site audits. Areas of higher risk are identified using the Corruption Perception Index. Any direct material supplier whose site is in a country with a score ≤ 50 undergoes an in-depth on-site audit prior to onboarding. This dedicated ESG audit takes place every three years for suppliers in these targeted countries. It contains 75 questions that cover four sections: EHS (38 questions), Labor (21 questions), Security (12 questions), and Intellectual Property (three questions).



GOVERNANCE

INNIO continued

In INNIO's Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) campaign, the company annually asks all suppliers to provide the required information concerning the REACH regulation to assess their progress regarding the requirements. This campaign traces back to 2018. Since 2021, suppliers are awarded an additional point on their supplier scorecard if they respond to the company's campaign on time.

Subsequently, in 2019 INNIO further solidified its onboarding process by making the 10 principles of the United Nations Global Compact mandatory. These principles cover the areas of Human Rights, Labor, Environment, and Anti-Corruption. A potential supplier must sign this agreement or be a member of the United Nations Global Compact to become an INNIO supplier. Current suppliers were also requested to sign the Supplier Integrity Commitment, covering key areas such as human rights, labor, environment, and anti-corruption.

As part of the company's continuous improvement and to further engage with its suppliers, at the end of 2022 it published three educational sustainability-related guidelines – "Sustainable Procurement - Priorities," "Your environmental impact – recommended first steps for suppliers," and "Our common journey towards zero." All documents and policies

mentioned in this chapter are publicly available on INNIO's website and can be found in the dedicated Supplier Media Library.

INNIO has steadily increased the governance mechanisms for sustainability issues within the company. The INNIO Sustainability Review Board created a Circularity Task Force to establish multi-functional activities, processes and accountability to coordinate across departments in pursuit of the circularity goal. Leaders of this Task Force include executives from technology, product development, product line development and procurement. Driving more sustainable practices across the breadth of INNIO's value chain requires efforts such as the design of new and existing components, procurement, and collaboration with suppliers. Further, INNIO established and operationalized in 2022 dedicated taskforces on Decarbonization, DEI and Digitization of ESG processes.

The company prizes its supplier relationships, hosting dedicated meetings and sustainability workshops to ensure key topics and priorities are discussed and aligned on an ongoing basis. As part of the sustainability-related KPIs INNIO monitors with its suppliers and business partners, the company measures waste production at each stage of the value chain so it can work towards reducing waste.



In 2021, INNIO's Jenbacher Remanufacturing program avoided the need for more than 1,500 tons of new raw materials



GOVERNANCE

CASE STUDY

Conservice

Becoming part of the solution on energy and greenhouse gas emissions

Since its founding in 2000, Advent portfolio company Conservice has been known as The Utility Experts. As a full service utility management platform, the company plays a unique role in the real estate energy use value chain.

Because real estate accounts for approximately 35 percent of energy consumption and GHG emissions in North America*, efficiencies and reductions by players in the value chain have a unique opportunity to effect change.



Conservice describes its end-to-end suite of sustainability solutions as “ESG solved, from bill to boardroom”



For a typical property management company, managing utility bills can be complex and challenging. A property manager might own 400 properties, and each of the 400 properties has hundreds of meters, and each of the meters has hundreds of bills. The scale and complexity of managing this information has meant that bill paying has taken place locally, in a distributed and non-integrated way. Partnering with some of the largest real estate investors and property managers, Conservice is able to automate utility bill paying at scale, across properties and can also support submetering tenants’ energy consumption. As of 2022, Conservice has more than six million service points in the United States and Canada. Recognizing the contribution of real estate to global GHG emissions, many commercial real estate owners, operators and investors have set aggressive and very public net zero and other sustainability-related goals that are approaching over the next several years.

With the energy, water and waste data Conservice processes as part of utility bill management, the company recognized it was perfectly positioned to become a valued partner to its customers as they seek to manage their net zero goals, GHG emissions and other objectives. Company leadership and its Advent partners saw the opportunity to transform the company from The Utility Experts into a tech-enabled sustainability services company. To translate this unique, enormous data set into value for Conservice and its customers, the company acquired Goby, a leading software platform for ESG data management. With Goby’s capabilities, Conservice can offer clients a comprehensive ESG solution, which it calls Conservice Sustainability Solutions (“S2”). Conservice describes its end-to-end suite of sustainability solutions as “ESG solved, from bill to boardroom”.

*Based on 2022 climate-related reports from global groups including McKinsey, S&P Global, World Economic Forum, United Nations Environment Finance Initiative and others.



GOVERNANCE

CONSERVICE continued

The company is seeing continuing rapid uptake of the S2 solution as the largest real estate investors and property managers increasingly focus on managing energy consumption, emissions, and costs. Utilities are one of property managers' largest expenses.

Capturing energy use data is a first step to making consumption patterns transparent and enabling users to manage energy, costs and emissions. Especially for those companies setting net zero targets, being able to capture portfolio-level, as well as property-level, electricity, gas and water consumption data is fundamental their ability to set and achieve their sustainability goals.

With the data Conservice captures, customers can do complex analytics, benchmarking and report on their resource consumption. The data helps support everything from energy efficiency audits to large scale energy procurement decisions.

Not only is the company creating value - it is becoming part of the real estate industry's approach to energy consumption, greenhouse gas emissions and tackling climate change.



Conservice customers can do complex analytics, benchmarking and report on their resource consumption



 GOVERNANCE



81 % of customers say they would be more likely to buy a given brand if it would allow for the recycling of its packaging or of the product itself



INPOST

InPost, a leading European e-commerce delivery partner, has grounded its sustainability strategy and priorities in clear customer research and feasibility assessments. InPost delivered more than 745 million parcels in 2022.

Governing corporate sustainability with clarity around value creation potential for corporate strategy reflects global, leading best practices.

According to InPost’s research results, 81 percent of customers say they would be more likely to buy a given brand if it would allow for the recycling of its packaging or of the product itself. Sixty-eight percent of older customers say they believe that buying through e-commerce is easy. InPost’s customer-centric approach revolves around leveraging cutting edge technologies and is summarized in 3 pillars:

WE CHANGE the lifestyle of tomorrow

WE DELIVER low carbon e-commerce

WE MOTIVATE our employees and business partners

These pillars are clearly defined, ambitious goals are set, and the company regularly monitors progress against each one.

The credibility of InPost’s ESG commitments and data supporting progress is a priority for the company’s executive leadership and Board of Directors. Verifying the credibility of ESG data and extending accountability for performance, a third party audited more than half of the company’s 79 ESG indicators.

InPost has sought and received approval from the Science-Based Targets initiative (SBTi) for its GHG reduction and net-zero targets. When a company’s goal is approved by SBTi, it means that not only the company’s final target (e.g. net-zero by 2040) but also the company’s reduction pathway – the amount targeted by specific times – is evaluated. The SBTi’s Target Validation Team reviews the company’s plan and confirms whether or not the plan is appropriate to the company’s industry and whether the reduction amounts will contribute to keeping the global average temperature from rising more than 1.5 degrees Celsius.

InPost’s commitments and targets

Near term

Reduce absolute Scope 1 and Scope 2 GHG emissions 42 percent by 2030 from a 2021 base year and make its operational scopes 1 and 2 GHG footprint climate neutral by 2025.

Sixty-nine percent of its suppliers by emissions covering categories purchased goods and services, capital goods, and upstream transportation and distribution, will have science-based targets by 2027.

Long term

Reach net-zero GHG emissions across the value chain by 2040.

Reduce absolute Scope 1 and 2 GHG emissions by 95 percent by 2040 from a 2021 base year.

Reduce absolute Scope 3 GHG emissions by 90 percent by 2040 from a 2021 base year.



InPost's net-zero target was approved by the Science-Based Targets initiative in 2023



INPOST continued

InPost's action plan to achieve its net zero goals is detailed and involves gradual changes across many areas of the business, including optimizing the energy performance of its infrastructure. As part of its commitment to climate action, InPost will pursue operational efficiency opportunities, additional certifications, maximize renewable energy and reduce emissions from the company's vehicle fleet. Mechanisms and processes to achieve these goals have been incorporated into the company's International Standards Organization (ISO) Integrated Management System (IMS) and will be audited as part of the IMS certifications. The decarbonization strategy has a much broader scope than mechanisms and processes covered by the IMS. The company will provide energy from renewable sources (cPPA agreements, guaranties of origin) for its branches, warehouses, offices and Paczkomat® devices both in Poland and in other markets. In a related effort, the company commits to using only packaging made from recyclable materials in its in-house operations by 2024.

The company's detailed breakdown of Scope 3 emissions informs its action plan. For each source of Scope 3 GHG emissions, InPost has developed quantitative targets and feasibility assessments, based on each supplier's or partner's role in InPost's Scope 3 emissions.

InPost's GHG reduction goal and pathway have been approved and a link to the company's SBTi's certificate is available on its website. The company will regularly calculate the Group's carbon footprint in accordance with the GHG Protocol standard and transparently disclose the progress of target implementation. Periodically, in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), InPost will map its climate-related opportunities and risks. In addition, the company is committed to raising awareness of climate and ESG-related issues with its stakeholders - especially merchants, suppliers of products and services, individual customers and employees.

In recognition of the importance of suppliers in InPost's ability to reach its net zero commitments, the company has structured a supplier bonus system in which vendors receive 'bonus' points for incorporating ESG into their own systems and for reducing GHG emissions in support of InPost's net zero targets. The company aims to develop a Supplier Engagement Programme to support its suppliers and business partners in setting and implementing their own emission reduction targets. In a related effort, the company commits to using only packaging made from recyclable materials in its in-house operations by 2024.

As part of its drive to reduce and remove emissions, InPost has committed to several specific actions, including neutralizing the residual GHG emissions after 2040 through permanent removal and storage of carbon from the atmosphere. The company plans to gradually replace its own combustion-engine fleet with an electric one, support its carriers in such a replacement, implement modern urban logistics processes based on Pick Up Drop Off (PUDO) points and micro-electromobility in connection with the introduction of low-emission zones and optimize courier routes. The carbon footprint emitted by the delivery of parcels in the chain (in Poland) is already being measured. Moving forward, InPost continues to pursue innovative R&D solutions to reduce emissions from the production process of Paczkomat® devices and their electricity consumption during operation. "Green services" and "green innovations" supporting low-carbon parcel delivery and circularity will be developed and implemented across the business as they become available.

InPost continues to expand its InPost Green City program and is investing in EV charging infrastructure as it partners with municipalities to advance their transitions to low carbon solutions.



 GOVERNANCE

DEFINITIVE HEALTHCARE

Innovative healthcare commercial intelligence provider, Definitive Healthcare, based in Massachusetts, advanced its governance over ESG issues significantly in 2022 and has received multiple awards that recognize the company’s culture of excellence across several dimensions.

The company established a cross-functional Sustainability Committee and increased the diversity and independence of the Board and its committees. In 2022, the Board decided to increase and formalize its oversight over ESG issues with both regular engagement and clear committee assignments.

Recognizing the importance of communicating its great performance and programs to stakeholders outside the company, Definitive Healthcare decided to focus on ESG and sustainability best practices to understand its own sustainability profile. The Sustainability Committee members have worked to formalize the company’s commitment to and communication about topics that have been central to Definitive Healthcare’s culture, mission and performance for years.

Definitive Healthcare has consistently been recognized by the Boston Globe as one of the Top Places to Work in Massachusetts and the Boston Business Journal as a Best Place to Work.



Definitive Healthcare earned the 2022 Top Workplaces Culture Excellence award, a national recognition for all five award categories, including Leadership, Innovation, Compensation & Benefits, Work-Life Flexibility, and Purpose & Value. The company was also named a 2022 Top Workplace USA by Energage. A research company with more than 16 years of experience surveying over 27 million employees at 70,000 organizations, Energage’s Top Workplaces awards are based on a research-backed employee engagement survey.

Assessing and improving the level of engagement of its own ever-expanding workforce, as of December 2022, at nearly 1,000 globally, is a central priority for Definitive Healthcare. The 2022 employee engagement survey had a response rate of more than 70 percent. Of those surveyed, 76 percent of employees responded favorably – either responding “Strongly Agree” or “Agree” relative to how satisfied and engaged they are at Definitive Healthcare.

The efforts of the human resource professionals at Definitive Healthcare have also been acknowledged. The company received a Gold Stevie Award® for Great Employers in the category Employer of the Year – Health Products and Services.

More than 950 nominations from organizations in 26 countries were submitted in 2022 for consideration in a wide range of HR-related categories, including Employer of the Year. The Stevie Awards for Great Employers recognize the world’s best employers and the human resources professionals, teams, achievements, and HR-related products and suppliers who help to create and drive great places to work. Winners in the Employer of the Year categories were determined by a unique blending of the ratings of the professional judges and more than 80,000 public votes. Definitive Healthcare was also recently recognized with three Stevie® American Business Awards in customer success.

Definitive Healthcare received a prestigious national award - a Gold Stevie Award® - in 2022: Employer of the Year - Health Products and Services





GOVERNANCE

NIQ University Program

Diversifying the next generation of industry leaders

NIQ



Our mission

Contribute to a better and more equal CPG industry by partnering with universities, CPG manufacturers, and retailers to develop the next generation of diverse data analytics, insights & business intelligence leaders



Developing a new generation of diverse data analytics, insights, and business intelligence leaders through this program, NIQ provides employee mentors to students

NIQ

NIQ, headquartered in Chicago, USA, is a cloud-based measurement and analytics platform that provides data-driven insights for retail and manufacturing businesses using an open data system that measures the spending habits of consumers around the world. Originally founded in 1923, by Arthur C. Nielsen, the company has grown to be a leader in retail and consumer intelligence.

Recognizing the importance of bringing diverse perspectives to bear in using data analytics to solve customer challenges, the company has partnered with like-minded universities, CPG manufacturers, and retailers to provide ongoing tailored educational programming for diverse college students. The program was designed to benefit minority students and offer a certificate of training and on-site client internship. NIQ has partnered with colleges and universities with diverse student populations, including Spelman College, Morehouse College, Clark Atlanta University, the University of Illinois Chicago, Rutgers University Newark, and the City College of New York, as well as global CPG manufacturers and retailers such as Johnson & Johnson and Procter & Gamble.

The NIQ University Program is a data analytics training program designed to help undergraduate students gain exposure and access to the CPG industry. The curriculum has been developed to include case studies designed by CPG companies focused on addressing real-life challenges their businesses are facing. Developing a new generation of diverse data analytics, insights, and business intelligence leaders through this program, NIQ provides employee mentors to students. Program scholars are further supported with a stipend, mentoring, professional development and direct access to internships or full-time career opportunities in the data analytics, CPG and retail industries.

NIQ is transforming the industry by investing in a diverse workforce to develop the next generation of best-in-class analytical and technical talent.

ADVENT IN THE COMMUNITY

In February 2022, the invasion of Ukraine by the Russian Federation began, causing untold suffering in Ukraine and across the neighbouring regions. Since that time, there have been thousands of fatalities, including children, and millions of civilians are unable to return home.

Advent has been committed to harnessing the collective power of our network and working alongside our portfolio companies to help alleviate the terrible human consequences of this aggression.



SUPPORT FOR UKRAINIAN REFUGEES WITH UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)

As part of its immediate efforts to support those suffering from the war in Ukraine, Advent donated \$650,000 to the **UNHCR**. Since the 1950s, UNHCR has been dedicated to saving lives, protecting rights and building a better future for refugees, forcibly displaced communities and stateless people. The Advent donation was used to help enable UNHCR to provide cash support, emergency shelter and essential items such as blankets, containers for clean water, and plastic tarpaulins to protect damaged homes and provide shelter from the elements. The donation was also used to provide vital support to the most vulnerable refugees, including survivors of sexual and gender-based violence (SGBV), unaccompanied minors and children separated from their families.

Advent donated **\$650,000** to the **ICRC**, a global organization providing critical emergency aid for those caught up in the humanitarian crisis in Ukraine



SUPPORT FOR THE INTERNATIONAL COMMITTEE OF THE RED CROSS (ICRC) IN UKRAINE

Advent donated \$650,000 to the **ICRC**, a global organization providing critical emergency aid for those caught up in the humanitarian crisis in Ukraine. Donations including Advent's were used to support various efforts by the ICRC to distribute food, water, and other essential items, support hospitals and healthcare facilities with medicines and equipment, repair damaged homes and infrastructure, and help reconnect families separated by the conflict. In parallel with its relief efforts on the ground, the ICRC has pledged to continue confidential, bilateral dialogue with the parties involved in the conflict, aiming to protect those most affected by the fighting.

ADVENT IN THE COMMUNITY



SUPPORT FOR THE OMENAA FOUNDATION AND ASHOKA

The escalation of the war in Ukraine forced millions of people to flee their homes seeking safety, shelter and assistance. Within just three weeks of war breaking out in Ukraine, over two million refugees had crossed the border into Poland. Overwhelmingly, it was mostly women and children who had been forced to flee.

In response to this urgent need, the **Omenaa Foundation**, a grassroots organization running various projects centred around educational support for the underprivileged, ran a joint venture with Ashoka, to provide shelter and support to women and children in Poland. The Omenaa Foundation is led by the founder of InPost and his spouse, Omenaa Mensah, a Polish TV star and businesswoman.

Within three weeks of Advent donating \$650,000 to support the Omenaa Foundation, the charity was able to establish a safe centre (known as “**RiO Edu Centrum**”) in Warsaw, providing daily support to 60 children and 40 mothers from the Ukrainian crisis. The centre is not only a safe space for those children and mothers who have fled war to recover from trauma, but there are also educational and development activities, daily meals, as well as psychological and legal support. In addition, training and matching services will be provided to help women find the jobs that best suit their talents.

providing daily support to
**60 children &
40 mothers**
from the Ukrainian crisis



ADVENT IN THE COMMUNITY

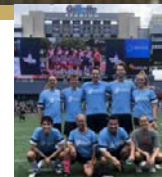
At Advent, we are bound by a common culture and take pride in dedicating our time, energy and resources as a firm to help others worldwide. We have a generous charitable donation matching program and encourage our people to make a personal difference by contributing time and resources to benefit non-profit organizations, charities and other philanthropic initiatives.

At a local level, we support our individual offices and employees' passion for the causes that matter most to them, encouraging their own social initiatives such as fundraising, voluntary work and mentoring. Here are a few examples of the initiatives that have been spearheaded by Advent employees around the world.



In Boston, the Advent team helped organize service days for **Pine Street Inn** and **The Greater Boston Food Bank**, both of which provide food security and/or shelter, street outreach and job training to the homeless.

The Boston office also supported several organizations focused on education and at-risk youth. This included **Big Brothers Big Sisters**, an organization which aims to help children in under-resourced families thrive by providing transformational, one-to-one relationships with caring adult mentors across Massachusetts. Advent sponsored and engaged with service events for **City Year** and **Boston Scores**. City Year's mission is to improve outcomes for students in under-resourced schools and cultivate the next generation of leaders. Boston Scores helps urban youth build essential life skills and character through soccer and team-based enrichment programs.



City Year's mission is to improve outcomes for students in under-resourced schools and cultivate the next generation of leaders



The Advent Bogotá team has supported **Enseña por Colombia**, an organization working to reduce educational inequality in Colombia, to ensure that all children receive an education that can allow them to develop their highest potential.

The Mexico City office lent its support to **Un Kilo de Ayuda**, an NGO dedicated to providing children under the age of five in Mexico with a positive upbringing, providing access to education, health and community services.

ADVENT IN THE COMMUNITY



In Advent's Luxembourg office, the team rallied together to walk, run or cycle for "AdventLaf 2022", a fundraising effort in aid of two charities, **Caritas** and **Croix Rouge (French Red Cross)**, both providing humanitarian assistance in the form of food, clothing, shelter and psychological support to Ukrainian refugees. Collective efforts resulted in 770 kilometres covered and financial contributions towards both causes.

In Advent's London office, the team has two longstanding charity partners focused on youth education and inclusion; **My Big Career** (MBC) and **Mencap**. My Big Career is an organization working with schools in the UK's most disadvantaged communities to support individual young people. One of MBC's biggest initiatives is A-Levels Results Day. Several members of the London team

volunteered their time to offer encouragement and guidance to those students who have minimal or no support, and no experience to draw on from their immediate background. These efforts help students advance into university by helping them navigate the admissions-clearing process.

The Advent London office continued to support Mencap, an organization which is working to ensure that individuals with learning disabilities can excel in both their personal and professional lives. By directly supporting individuals, their families and careers, Mencap strives to bolster the UK as a leading place to live for people with a learning disability. Volunteers from the London office participated in a half-marathon fundraiser in support of Mencap.

Advent Mumbai supported NGOs focused on various other social issues through 2022. This support included; **St Jude India Childcare Centre**, an NGO providing shelter and holistic care to children who are undergoing cancer treatment, **Akshaya Patra**, a foundation which strives to eliminate classroom hunger through providing daily nutritious meals to children studying in government schools, **Arpan**, an organization which helps children and adults who have experienced child sexual abuse heal through counselling and long term psychotherapy, and **Muktangan**, an innovative educational project addressing gaps in the mainstream educational system, supporting underserved communities.

Volunteers from the London office participated in a half-marathon fundraiser in support of Mencap

GLOSSARY OF FREQUENTLY USED ABBREVIATIONS & TERMS

BOD	Board of Directors
CIO	Chief Information Officer
CISO	Chief Information Security Officer
CSA	Corporate Sustainability Assessment
DEI	Diversity, Equity and Inclusion
ESG	Environment(al), Social, Governance
GHGs	Greenhouse gasses. Gases that trap heat in the atmosphere are called greenhouse gases. ¹ These include carbon dioxide (CO ₂), methane (CH ₄), nitrous oxide (N ₂ O) and fluorinated gasses. Each of these gasses has a different “warming potential” effect in the atmosphere. As a result, GHGs are measured most commonly in terms of the “CO ₂ -equivalent” (CO ₂ -e) warming potential so the collective effects of the gasses emitted can be measured in a single unit of measure, for comparability. ² For example, according to the UN Framework Convention on Climate Change (UNFCCC), methane (CH ₄) has a global warming potential that is 56 times that of CO ₂ over the first 20 years in the atmosphere. For the same time horizon, nitrous oxide (N ₂ O) has a warming potential 280 times that of CO ₂ . ³
GHG Emissions Inventory	A greenhouse gas (GHG) inventory is a list of emission sources and the associated emissions quantified using standardized methods. Corporate GHG inventories quantify the amount of GHGs a company emits into the atmosphere, typically over a calendar year, and are critical management tools for companies of all sizes and sectors. GHG emissions associated with company activities are classified as being: Scope 1: Direct emissions Scope 2: Indirect emissions Scope 3: Emissions resulting from activities and assets not owned or controlled by the reporting organization, but that the organization indirectly impacts in its value chain.

GRI	Global Reporting Initiative
Net zero	Net-zero refers to balancing the amount of emitted greenhouse gases with the equivalent emissions that are either offset or sequestered. Corporate net zero goals usually entail reduction of GHG emissions as far as possible and then 'offsetting' the remainder with projects or activities (or carbon offset credits from these projects or activities) that carbon from the atmosphere, such as carbon sequestration in forestry projects. ⁴
NGO	Non-Governmental Organizations
SASB	Sustainable Accounting Standards Board
SBTi	Science Based Targets initiative
Scope 1, 2, 3 GHG Emissions	See GHG Emissions Inventory
SME	Small and medium enterprises
TCFD	Task Force on Climate Related Financial Disclosures
UNGC	United Nations Global Compact
UN SDGs	United Nations Sustainable Development Goals



¹ <https://www.epa.gov/ghgemissions/overview-greenhouse-gases>

² <https://www3.epa.gov/carbon-footprint-calculator/tool/definitions/co2e.html>

³ <https://unfccc.int/process/transparency-and-reporting/greenhouse-gas-data/greenhouse-gas-data-unfccc/global-warming-potentials>

⁴ <https://netzeroclimate.org/what-is-net-zero/>