

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

SUSTAINABILITY RISK POLICIES

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

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

NO CONSIDERATION OF SUSTAINABILITY ADVERSE IMPACTS

Article 4 of the Disclosure Regulation requires fund managers to make a clear statement as to whether or not they consider “principal adverse impacts”.

Whilst Advent International Fund Manager S.à r.l. considers environmental, social and governance (ESG) risks and opportunities in connection with its investment activities, Advent does not consider the principal adverse impacts of its investment decisions on sustainability factors in the manner prescribed by Article 4 of the Disclosure Regulation.

Advent uses its own procedures, policies and metrics to assess the impacts which its investment decisions may have on sustainability factors. For Advent, “sustainability factors” include ESG risks and opportunities which are those that could cause an actual or a potential material positive or negative impact on the financial value of an investment. Advent considers this to align with its objective of delivering long-term risk-adjusted returns to its investors and approach to sustainability overall.

Compliance with Article 4 of the Disclosure Regulation, and the regulatory technical standards thereto, would require Advent to aggregate data across a number of different funds of which the underlying investments are broadly not obliged to report by reference to the same data and this is not expected to change in the near future. With such a narrow range of data, there is no certainty that such data would provide meaningful insight or that Advent could gather and/or measure all relevant data on each indicator in a way that is systematic, consistent, and at a reasonable cost to investors, in accordance with the Disclosure Regulation. On this basis, Advent has not set a target date for considering principal adverse impacts at present.

We continue to monitor this position and relevant developments and may reassess our approach under the Disclosure Regulation in light of any changes to law, guidance, and recommendations on principal adverse impacts and product disclosures.

REMUNERATION POLICY

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