GO IV – Website disclosures

FLEXSTONE PARTNERS

January 2023

SUMMARY

GO IV is a Luxembourg Société en Commandite Speciales (SCSp) composed of two sub-funds, GO IV (Europe) and GO IV (Global).

GO IV seeks to promote the following E and S characteristics:
- Responsible business practices and governance
- Inclusive, sustained economic growth and productive employment for all

GO IV does not make any sustainable investments.

E/S characteristics are integrated at each step of Flexstone's investment process for GO IV, namely through the following policies and processes:
- Flexstone's targeted exclusion policy which prohibits investments in controversial economic activities and industries that the Firm believes are harmful to society and/or the environment
- Pre-investment ESG due diligence and scoring using Flexstone's proprietary ESG assessment framework
- Negotiation of responsible investment clauses in side letters on a best-effort basis
- Monitoring of ESG KPIs, notably through Flexstone's annual Reporting 21 data collection campaign
- Annual sustainability risk assessment and reporting

Flexstone leverages Reporting 21, a leading SaaS platform, to monitor a range of E, S, and G KPIs in order to measure the attainment of the E and S characteristics that GO IV promotes. All ESG data that Flexstone analyses and reports for GO IV is based on data received from GPs through its annual data collection campaign and/or quarterly / annual reporting completed by the GP. Flexstone's dependence on GPs for data on the underlying portfolio companies and the use of estimated data (e.g., portfolio carbon footprint estimation by proxy) are the main limitations of GO IV's ESG approach.

GO IV makes 100% of its investment in companies that promote the E and S characteristics mentioned above. Flexstone has implemented a sustainability governance and escalation plan to ensure that all investments made by GO IV comply with Flexstone's Sustainable Investment Policy and relevant sustainability regulation.

GO IV est une Société en Commandite Spéciales (SCSp) luxembourgeoise composée de deux compartiments, GO IV (Europe) et GO IV (Global).

GO IV cherche à promouvoir les caractéristiques E et S suivantes :

- Pratiques commerciales et de gouvernance responsables
- Une croissance économique inclusive et durable et des emplois productifs pour tous

Cependant, GO IV ne fera pas d'investissement durable.

Les caractéristiques E/S sont intégrées à chaque étape du processus d'investissement de GO IV grâce au dispositif d'évaluation de la durabilité de Flexstone qui comprend :

- Des exclusions ciblées
- Des diligences ESG avant l'investissement
- Un scoring ESG des gestionnaires sous-jacents pendant la phase de pré-investissement
- La négociation de side letters (sur la base du meilleur effort)
- Le suivi des indicateurs clés de performance ESG
- Des rapports ESG annuels transparents

Flexstone s'appuiera sur la plateforme SaaS Reporting 21 pour suivre une série d'indicateurs E, S afin de mesurer l'atteinte des caractéristiques E et S. Toutes les données ESG que Flexstone analyse et reporte pour GO IV sont basées sur les données communiquées par les sociétés de gestion des fonds sous-jacents lors de la campagne annuelle de collecte de données de Flexstone et/ou dans les rapports trimestriels / annuels émis par ces mêmes sociétés. La dépendance aux données fournies par les sociétés de gestion sous-jacentes et l'utilisation de données estimées sont les principales limites de l'approche ESG de GO IV.

GO IV réalisera 100 % de ses investissements dans des placements qui sont alignés sur les caractéristiques ESG. Flexstone a mis en place une gouvernance et un process d'escalade pour s'assurer que tous les investissements réalisés par GO IV sont conformes à la politique d'investissement durable de Flexstone et à la réglementation applicable en matière de durabilité.

NO SUSTAINABLE INVESTMENTS

GO IV promotes environmental or social characteristics but does not have as its objective sustainable investment.

ENVIRONMENTAL OR SOCIAL CHARACTERISTICS OF THE FINANCIAL PRODUCT

GO IV promotes E and S characteristics through active ESG integration in the investment process and the holding period. Specifically, GO IV seeks to promote the following E and S characteristics:

i. **Responsible business practices and governance –** Flexstone seeks to invest in GPs that follow best practices for responsible investment and governance. Flexstone relies on the lead GPs of its co-investments to support portfolio companies with the implementation of responsible business practices in alignment with industry best practices. In order to promote responsible investment and business practices, Flexstone's binding investment teams assess both the GP and the underlying portfolio company on their approach to E, S, and G risks, as well as their reporting and due diligence practices. Moreover, Flexstone's exclusion policy ensures that the GPs in which GO IV invests in exclude companies that have any involvement in cases of modern slavery, human rights violations, and the weapons industry.

   As of 2022, Flexstone conducts an annual Reporting 21 ESG data collection campaign with the objective of monitoring and identifying potential ESG risks more effectively and promoting the importance of active ESG integration and reporting to its GPs. The survey includes a series of ESG KPIs collected at GP and portfolio company level, including various business ethics KPIs such as exposure to controversial business activities (i.e., tobacco, narcotics, weapons), involvement in social and environmental litigation and company policies on suppliers, modern slavery, and cyber security. In addition, the questionnaire asks GPs to describe their ESG integration process (if they have one), and risk management practices.

ii. **Inclusive, sustained economic growth and productive employment for all** – Through the investments made by GO IV, Flexstone seeks to promote companies that contribute to responsible, inclusive economic growth and provide employees productive and stable employment. During the pre-investment process, Flexstone assesses each co-investment's contribution to social outcomes by assessing whether the company's operations or non-profit initiatives contribute to specific social causes, if the company tracks standard diversity metrics, and whether the company has a history of EH&S litigations or issues (for example, a high accident frequency rate). In addition, Flexstone's GP ESG assessment framework assesses whether the GP has a history of excessive layoffs in portfolio companies for value creation.

INVESTMENT STRATEGY

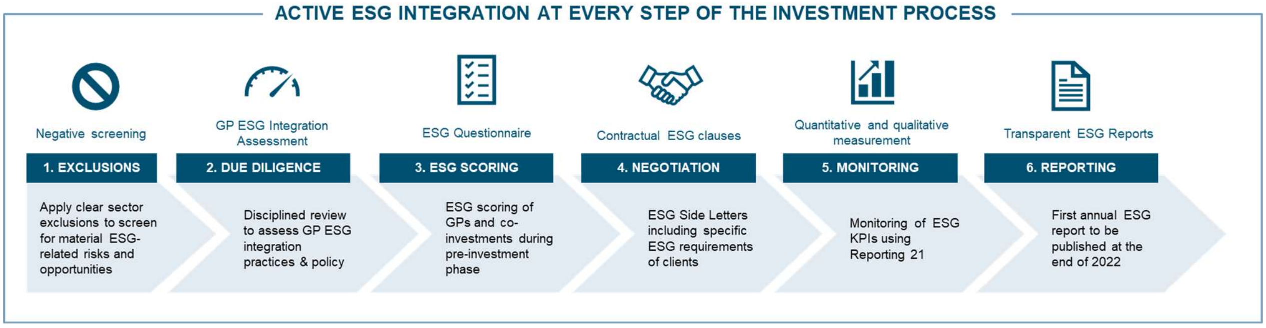
GO IV is the fourth generation of Flexstone's co-investment program, a strategy which has been implemented since 2008. The Fund is focused on buyout and growth co-investment opportunities in small and lower mid-cap companies. It is composed of two compartments, GO IV (Europe) and GO IV (Global). GO IV (Global) has a global geographic focus while GO IV (Europe) focuses exclusively on Europe. Both compartments seek to have a high level of diversification across sectors and GPs. The targeted portfolio size is €750 mm, with minority stakes generally between 10% and 40%.

Geographic Focus by Region[1]:

- Europe (38%)
- North America (58%)
- Asia (4%)

ESG Integration in the Investment Process

In order to promote the stated E and S characteristics, ESG factors are integrated at every step of the investment process, in alignment with Flexstone's Sustainable Investment policy:

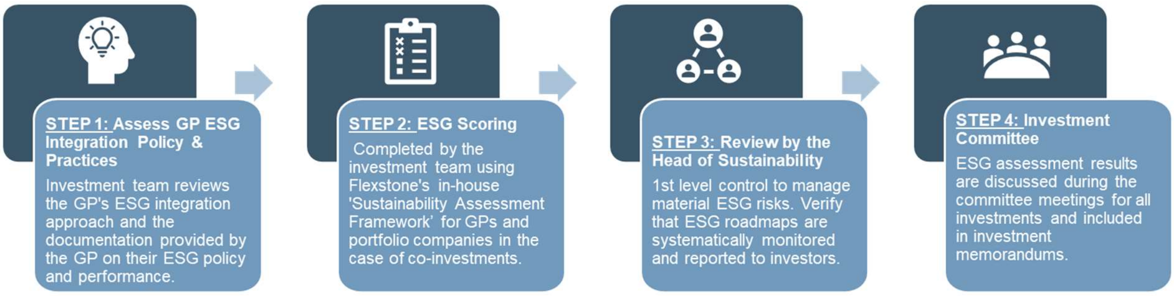


(1) **Exclusions:** All investments must meet the minimum safeguards set by Flexstone's targeted exclusion policy (see Flexstone's Sustainable Investment Policy)[2]. The exclusion policy ensures that the investments made by GO IV do not violate international human rights (i.e., the UN GC) and that they promote E and S characteristics by minimizing exposure to controversial business activities and industries (i.e., controversial weapons, the fossil fuel sector).

(2) **ESG Due Diligence:** Conducted by Flexstone's investment professionals and Sustainability Analyst to gain an in-depth understanding of the GP's ESG approach as well as the underlying portfolio company's consideration of ESG factors across its business operations. As a part of the due diligence process, Flexstone's investment team carefully reviews all supporting documentation provided by the GP, including their ESG policies, due diligence reports, and risk management processes. The aim is to get a holistic view of the material ESG risks and opportunities associated with each investment and to identify any ESG red flags or controversies.

[1] Based on portfolio status as of September 2022
[2] Note that Flexstone's Sustainable Investment Policy and Targeted Exclusion Policy have been updated during the investment period. Specifically, the exclusion policy that was implemented in the beginning of 2022 includes the following additional business activities: deforestation and the production or distribution of nuclear weapons. The policy was implemented in February 2022.

Pre-Investment Risk Management – ESG Due Diligence Process



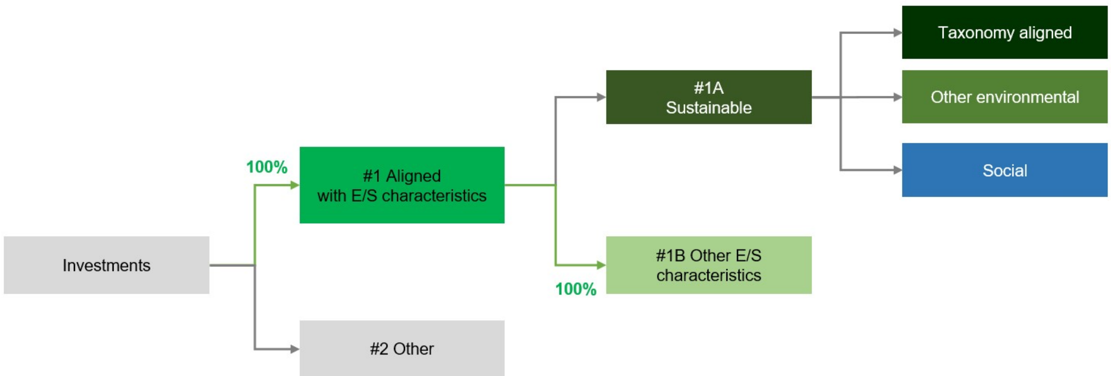
(3) **ESG Scoring:** Based on the findings of the ESG due diligence, all prospective investments are scored by the investment team using Flexstone's proprietary ESG assessment framework. GPs are scored on their general ESG integration approach, as well as specific environmental, social, and governance (ESG) criteria. For co-investments, the investment team also scores the underlying portfolio company using Flexstone's co-investment assessment framework, which is focused on the company's approach to ESG integration and exposure to material ESG risks.

All ESG assessments are reviewed by Flexstone's Sustainability Analyst before the analysis is presented to the Investment Committee in order to ensure a consistent, unbiased assessment of all prospective investments. An overview of the assessment frameworks is provided below.

PROPORTION OF INVESTMENTS

GO IV make 100% of its investment in investments that are aligned with E/S characteristics.

GO IV Targeted Asset Allocation



MONITORING OF ENVIRONMENTAL OR SOCIAL CHARACTERISTICS

By leveraging Reporting 21 Flexstone investment teams are able to systematically collect, monitor, and report on a wide range of ESG KPIs for GPs and the underlying fund portfolio companies. The first Reporting 21 ESG data collection campaign was launched in February 2022. The campaign included all 14 co-investments made by GO IV up to December 2021. Flexstone collects this data on an annual basis in order to identify and manage any material ESG risks. Moreover, through Reporting 21, Flexstone is able to create dedicated ESG Scorecards at GP, portfolio company, an fund level to communicate GO IV's current performance and progress towards stated E, S, and G targets.

METHODOLOGIES FOR ENVIRONMENTAL OR SOCIAL CHARACTERISTICS

Flexstone leverages the Reporting 21 SaaS platform to monitor a range of E, S, and G KPIs in order to assess GO IV's contribution to the E and S characteristics stated in section 1. These KPIs are collected on an annual basis in order to monitor GPs' and portfolio companies' performance and progress against the set indicators (i.e., climate initiatives, carbon footprint, diversity of Board of Directors).

The annual questionnaire further allows Flexstone to track material business ethics incidents, including any past involvement in social or environmental litigation. In addition to the questionnaire, as of 2022, Flexstone's investment teams also request GPs to provide information on the co-investments' exposure to prohibited sectors and business activities, such as involvement in human rights violations or the weapons industry (these questions will be integrated in Flexstone's Reporting 21 campaign as of 2023). This allows Flexstone to ensure that the investment team is aware of any exposure to material ESG incidents, and that GO IV promotes responsible investment and governance practices.

It is important to note that the Reporting 21 campaign is conducted on a best-effort basis for GO IV. However, monitoring GPs' response rates is a useful indicator in itself as it allows Flexstone to identify which GPs already have in place an effective process for monitoring and reporting on ESG risks and opportunities. The response rate information can then be used to identify key areas for improvement across the portfolio and to engage with GPs in order to promote responsible investment practices and transparency.

To communicate on the attainment of the E and S characteristics promoted by GO IV, Flexstone's sustainability team produces an annual assessment of the E, S, and G risks and opportunities associated with GO IV, and the progress made by each portfolio company towards their ESG roadmaps. The first periodic report was shared with investors in December 2021. For the 2022 report, the assessment will further incorporate the results of the Reporting 21 ESG data collection campaign (see table below for a list of key E and S indicators included in Flexstone's Reporting 21 campaign)[3].

Reporting 21 Sustainability Indicators Used to Measure GP & Portfolio Company ESG Performance*

	GP	Co-investment
Environmental Indicators	• Sustainability governance & resources, including dedicated personnel, disclosure of sustainability information, and ESG policy • Carbon footprint assessment • Climate initiatives within management company (e.g., carbon footprint reduction initiatives or others)	• Sustainability policy, governance and resources • Non-renewable and renewable energy consumption • Emissions into water • Biodiversity assessment • Carbon assessment • Climate initiatives at portfolio company level • Carbon trajectory

[3] The Governance indicators included in Flexstone's Reporting 21 campaign can be found in section 2.3.

	• Engagement with portfolio companies on climate risks and opportunities • Sustainability integration across the investment process (pre-investment, holding period, and post-investment)	
Social Indicators	• Statement or policy on human rights & modern slavery • Code of ethics • Share of women in Board of Directors and Investment teams (%) • Women among the 10 highest-paid employees • Employee training on sustainability at least once a year • Indexation of remuneration policy to sustainability objectives • Profit sharing mechanism in place • Donations to nonprofit organizations	• Statement or policy on human rights & modern slavery • Code of ethics • Share of women in headcounts • Share of women within the 10 highest earning positions • Share of non-permanent and permanent employees • Average unadjusted gender pay gap • Accident frequency rate • Involvement in social litigation cases • Turnover rate

DATA SOURCES AND PROCESSING

As a Limited Partner and a Minority Investor, Flexstone depends on its GPs to collect, monitor, and report ESG data for all underlying portfolio companies. Therefore, all ESG data that Flexstone analyses and reports for GO IV is based on data received from GPs through Flexstone's annual Reporting 21 data collection campaign and/or quarterly / annual reporting completed by the GP. For automatically calculated indicators (e.g., share of female board members) the calculation is conducted systematically by Reporting 21 using data inputs from GPs.

For the portfolio carbon footprint estimation conducted by Sirsa, Flexstone depends on two main data sources: (1) The Bilan Carbone emission factors data base; and (2) Sector, geography, and revenue data provided by GPs (processed by MB and collected through eFront). The carbon footprint estimation for Flexstone's portfolios is conducted by Sirsa.

Flexstone's Sustainability analyst systematically reviews all data that is reported to investors to identify errors and/or anomalies. For example, anomalies may occur as a result of invalid input format or due to issues during the import of data from Excel to the Reporting 21 platform. If an anomaly or invalid value is identified, Flexstone's Sustainability Analyst will use existing reports and data shared by the GP to check if an error was made during the input process, and review the audit trail to confirm the date and source of the data point.

If no additional data is available to verify the GP's input, Flexstone's Sustainability Analyst will reach out to the GP to request missing data or to verify the value of an outlier.

LIMITATIONS TO METHODOLOGIES AND DATA

Key limitations to Flexstone's ESG data collection campaign and carbon footprint assessment:

i. Dependence on GPs for data on underlying portfolio companies: Flexstone depends on its GPs to collect and report ESG data on underlying portfolio companies. Flexstone conducts its Reporting 21 data collection campaign on a best-effort basis, and therefore cannot guarantee the quantity and quality of data received from GPs. Flexstone's position as a Minority Investor also limits the Firm's ability to comply with Article 4 of the SFDR, as Flexstone depends on its GPs to report on the principal adverse impact indicators. However, the Firm expects the availability and quality of ESG data to increase significantly in the upcoming years with increased standardization and regulatory requirements such as the SFDR.

ii. Portfolio carbon footprint estimation: A key limitation of the portfolio carbon footprint assessment conducted by Sirsa is that the values are estimated using proxies based on sectoral and geographic averages. As a result, the estimated values do not reflect differences between individual companies within a sector. Flexstone's objective is to use the estimated values as a starting point to help GPs identify carbon hotspots across portfolio companies.

   Another methodological limitation is the lack of standardization in carbon accounting methodologies across reporting frameworks and data providers. The methodology developed by Bilan Carbone and ADEME is compliant with the GHG Protocol, which is one of the most widely adopted frameworks for calculating and reporting scope 1, 2, and 3 emissions.

iii. Third party verification: Sirsa does not check the data submitted by GPs on the Reporting 21 platform, and therefore the data is not verified by a third party. However, Reporting 21 does provide an audit trail for each indicator, so that Flexstone is able to access information on the source and date of the input data.

Flexstone will continue to improve its data collection process and to engage with its to look for solutions for large-scale data verification.

DUE DILIGENCE

Flexstone GP ESG Assessment Framework

The investment team scores the lead GP using Flexstone's proprietary sustainability framework. The final score is on a scale from 0 (poor ESG integration) to 100 (strong, systematic ESG integration and monitoring across portfolio companies). The rating is based on four pillars: the GP's general approach to sustainability, which makes up 60% of the final score, as well as their approach to E, S, and G risks, which makes up 40% of the score.

The sustainability scoring matrix allows Flexstone to map each of its investment opportunities across three sustainability categories, based on the GP's final sustainability score: weak (0 – 50%), average (50% - 80%), and strong (80% to 100%).

I. **General GP ESG Integration (max. 14 points):** The 'General Integration' section is dedicated to evaluating GPs on their integration of sustainability factors in the investment process. Each GP is scored on a scale from 0 (no sustainability practices in place) to 6 (best practices applied systematically). The final score for this pillar is measured on a scale from 0 to 14, based on criteria such as the GPs ESG policy, dedicated ESG resources, reporting practices, and involvement in responsible investment market initiatives, namely the UN PRI. Note that for each of the required policies and investment processes listed below, the GP must provide the appropriate policies and proof of such processes to satisfy the criteria.

II. **Environmental (max. 3 points):** The 'Environmental' dimension of the framework assesses whether the GP monitors and reports on minimum standard environmental metrics and whether the GP is involved in any lawsuits stemming from environmental issues. The minimum standard environmental metrics considered are GHG emissions and waste treatment (hazardous waste and emissions to water), in alignment with PAI indicators 1, 8, and 9 as defined by the SFDR. The environmental score is measured on a scale from 0 to 3.

III. **Social (max. 3 points):** The 'Social' dimension assesses whether the GP has been involved in social controversies, including issues with excessive layoffs, labour rights, and environmental health & safety (EH&S), as well as whether the GP monitors standard social metrics of underlying portfolio companies. The standard social KPIs focus on gender diversity at portfolio company level, including unadjusted gender pay gap and board diversity, in alignment with PAI indicators 12 and 13. The social dimension is also scored on a scale from 0 to 3.

Governance (max. 3 points): The 'Governance' dimension aims to ensure that the GP has a strong governance and assesses the GP's exposure to geographies that have a high risk of money laundering and corruption. This section of the GP assessment framework is completed by the investment team with the aid of Flexstone's Chief Compliance Officer (CCO). The governance dimension is also scored on a scale from 0 to 3.

Flexstone Co-investment ESG Assessment Framework

For co-investments, Flexstone also assesses company specific ESG risks and opportunities during the pre-investment period. Flexstone's investment professionals work together with the Firm's Sustainability Analyst to review all relevant ESG documents provided by the lead GP, including ESG due diligence reports, ESG action plans developed for the company, ESG reports, and any other company level documentation on their sustainability / ESG practices (i.e., the company's ESG policy, DEI commitments, involvement with non-profits, ESG-related certifications). The investment team assesses the company based on the provided documents, as well as the company's exposure to sub-industry specific ESG risks and opportunities based on the MSCI ESG Industry Materiality Map[4] ('Materiality Map').

The co-investment ESG score is based on the following criteria:

I. **Lead GP ESG Integration (max. 6 points):** Based on the lead GPs ESG approach according to Flexstone's GP ESG assessment framework, as explained above. For the co-investment ESG rating, the maximum score in this section is 6 points, from 'below average ESG integration practices' to 'strong, systematic integration of ESG risks and opportunities'. The scoring takes into account the GP level assessment score, ESG due diligence conducted by GP for co-investment, and ESG roadmaps developed by the GP. The roadmap should have clear, measurable targets to improve the company's ESG performance and risk management practices, and set a clear timeline for implementing the recommendations.

II. **Environmental (max. 4 points):** The environmental pillar of the co-investment assessment seeks to identify any material environmental risks and/or red flags, and to assess whether the company reports on minimum standard environmental metrics (GHG emissions, waste treatment). The investment team also uses the MSCI Materiality Map to identify the most material environmental risks and opportunities based on the sub-industry in which the company operates. The pillar is scored on a scale from 0 to 4.

III. **Social:** The social pillar of the co-investment assessment seeks to identify any material social risks and/or red flags, and to assess whether the company reports on minimum standard social metrics (gender diversity). The investment team also uses the MSCI Materiality Map to identify the most

[4] MSCI ESG Industry Materiality Map

material social risks and opportunities based on the sub-industry in which the company operates. The pillar is scored on a scale from 0 to 4.

IV. **Governance:** The ‘G’ pillar of the co-investment assessment seeks to ensure that the portfolio company has proper governance practices in place, and to identify any material governance risks. Based on the MSCI Materiality Map, the investment team also assesses the sub-industry exposure to material governance risks such as business ethics, tax transparency, and ownership & control issues. The pillar is scored on a scale from 0 to 4.

Material ESG Risk Management

A key part of the investment strategy for GO IV is the active identification and management of material ESG risks and opportunities. Flexstone investment professionals use the following tools and processes to assess the most material ESG risks associated with each investment, both during the pre-investment and the holding period.

ESG Due Diligence & Risk Identification - Pre-Investment

- **ESG Due Diligence:** As a key part of the ESG due diligence process, the investment team seeks to identify any material ESG risks or opportunities, as well as any red flags based on the GPs financial and extra-financial performance and progress. This includes reviewing the GPs ESG policy (or any equivalent responsible investment policy), exclusion policy, ESG reports, as well as any relevant due diligence reports and assessments conducted by the GP for portfolio companies.

- **Flexstone GP Sustainability Assessment Framework:** Flexstone’s investment professionals work with the sustainability team to assess GP ESG integration practices across the three dimensions; environmental, social, and governance. Key criteria include involvement in ESG-related litigation or controversies, overview of sustainability governance, engagement practices with portfolio companies on ESG issues, GP ESG reporting practices, and tracking of standard environmental and social metrics (e.g., gender diversity and carbon footprint indicators).

  At portfolio company level, sub-industry specific ESG issues are identified and assessed using the MSCI ESG Materiality Map. The Materiality Map captures the long-term resilience of companies to E, S, and G issues by considering the contribution of each issue to companies’ sustainability ratings – these issues are then integrated into Flexstone’s propriety framework in order to take into account sector-specific risks.

- **Reporting 21:** Flexstone investment teams can leverage the Reporting 21 online platform during the pre-investment process to retrieve any existing ESG data or policies reported by the GP. The data is updated on an annual basis through Flexstone’s annual ESG data collection campaign and includes ESG KPIs on the underlying portfolio companies, when monitored and reported by the GP.

ESG Risk Management Process – Holding Period

- **Identification of ESG Risks:** The investment team regularly reviews GPs’ reports, including fund management reports, ESG and impact reports, and reports provided from AGMs in order to identify any potential ESG risks. The investment team also reviews GP and portfolio company level sustainability reports produced using data from Flexstone’s annual Reporting 21 data collection campaign. In addition, the investment team regularly engages with GPs to support them with any sustainability related activities on an ad hoc basis and to evaluate how GPs’ are managing material sustainability risks.

- **GP Engagement:** If a material ESG risk is identified during the holding period, or a GP or a portfolio company is involved in a controversy (e.g., a business ethics litigation case), Flexstone will engage with the GP to assess the level of risk and how it can be managed. The relevant investment team members will work together with Flexstone's sustainability team to help the GP address the risk and develop a long-term strategy for long-term risk management.

- **Divestment:** Flexstone considers divestment of non-compliant investments as a last resort action. By divesting, we would essentially give up any opportunity to engage with GPs on their sustainability approach. Therefore, Flexstone promotes active engagement with GPs in order to help fund managers become more sustainable and to meet evolving extra-financial regulatory requirements.

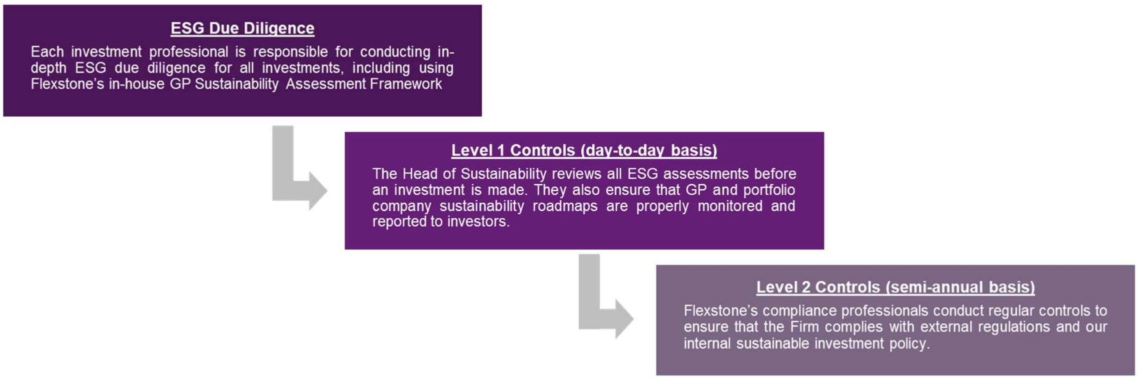
  If there is no satisfactory solution to manage a material ESG risk, then the investment team will contemplate selling the asset on the secondary market.

Additionally, Flexstone has implemented a **sustainability governance and escalation plan** to ensure that all investments made by GO IV comply with Flexstone's Sustainable Investment Policy and relevant sustainability regulation, including the SFDR and the EU Taxonomy. The governance and control strategy includes the following key controls:

(i) **Level 1 Controls**: Carried out by the Sustainability team and Flexstone's dedicated Sustainability Analyst on a day-to-day basis. Flexstone's sustainability team reviews all ESG assessments and investment memorandums completed by the investment team in order to ensure consistent ESG integration and analysis across the European, American, and APAC offices. The Firm's sustainability professionals also work with investment teams on ad-hoc sustainability assessments on a case-by-case basis and ensure that concrete sustainability action plans are in place for companies with lower ESG assessment scores.

(ii) **Level 2 Controls**: Carried out by the CCO on a semi-annual basis to ensure that Flexstone complies with all relevant sustainability regulations and internal policies. Flexstone's compliance officers work together with the sustainability and investment teams to ensure that all investment professionals understand the rapidly evolving ESG regulations and have implemented best practices for ESG integration in the investment process.

Flexstone Sustainability Governance



Escalation Plan

When a member of the investment team identifies any incident or deficiency in relation to sustainability (such as a policy violation, ESG regulatory breach or ESG-related controversy), they immediately inform Flexstone's Sustainability Analyst and the CCO.

When Flexstone's Sustainability Analyst identifies an anomaly, she notifies the CCO immediately.

The CCO reports any unresolved deficiency to Flexstone management. If the deficiency is material or involves a financial loss or a reputational risk, it is also reported to Natixis Investment Managers and if required by regulation to the relevant authorities.

ENGAGEMENT POLICIES

Flexstone seeks to maintain regular dialogue with its GPs to understand their approach to managing ESG risks during the pre-investment process and the holding period.

Flexstone Partners' investment professionals hold over 100 Limited Partners Advisory Committee (LPAC) seats. This allows Flexstone to engage with GPs on their approach to identifying and managing material ESG risks and opportunities associated with underlying portfolio companies.

In order to ensure that sustainability is integrated as a part of Limited Partner Advisory Committees (LPACs) and Annual General Meetings (AGMs), Flexstone's Sustainability Analyst systematically reviews all agendas and requests for sustainability (or 'ESG) to be included. The objective is to gain a better understanding of how sustainability is integrated by GPs at management and portfolio company level, and to encourage discussion of key topics such as best practices for ESG due diligence, monitoring & reporting, and controversy risk management.

After the LPACs and AGMs, the investment team provides an overview of the key sustainability topics discussed during the meetings to the Sustainability Analyst who will review the materials to identify any significant ESG risks and monitor GP progress against set sustainability targets.

DESIGNATED REFERENCE BENCHMARK

Not applicable