

Diversity and Inclusion (D&I) Policy

At Cressey & Company LP ("Firm" or "Cressey"), we believe that a diverse team and an inclusive culture are foundational to the success of our firm and our investments. Diversity in background, ethnicity, gender, race, culture, sexual orientation, as well as diversity of thought, helps to foster innovative perspectives that add value to our firm and investment decisions. In support of integrating these ideals into our lived practices, the firm has committed to incorporate diversity and inclusion strategies into our internal functions and our investment processes. At Cressey, we strive to support diversity and inclusion internally and across our investments in the following ways:

Demonstrate organizational support for diversity and inclusion

As a first step, the Firm has taken specific steps to develop an organization-wide diversity and inclusion program which includes:

- Conducting Firm compliance trainings that address D&I policies
- Providing employees with Firm policies and procedures that include D&I, ESG and related matters
- Fostering the Cressey values of exceptional quality, extraordinary passion, and respect for excellence
- Addressing Cressey's D&I and ESG policies and culture on the Firm website
- Adding D&I oversight to the Firm's Compliance Committee
- Utilizing thought leadership in D&I and supporting our communities through the Cressey Cares Charitable Fund

Build and sustain inclusive cultures

The Firm seeks to create a workplace culture where all employees feel they belong and have opportunity to succeed. In order to do so, the Firm has implemented the following procedures:

- Flexible workplace policies to protect employee health and safety during COVID-19
- D&I training and management communication that emphasizes an organization-wide culture where all individuals are treated with respect and dignity and given an equal opportunity to succeed.
- Communicating that the Firm has no tolerance for discrimination and harassment

Attract and promote diverse talent

We implement practices that support access to a diverse pipeline of talent into an organization; and the hiring and advancement of diverse candidates within the organization. Our practices include the following:

- Off-cycle recruiting and attracting a diverse candidate pool
- Supporting women and minority employees
- Ensuring that internal and external teams charged with recruiting employees understand the Firm's D&I program

Apply diversity and inclusion to the investment strategy

The Firm actively assesses diversity and inclusion as standard considerations in the investment process as part of the Firm's environmental, social, and governance (ESG) program:

- We work with portfolio companies to make progress against initial ESG recommendations to work towards best practice in these areas over the hold period, seeking to improve diversity of teams and develop more inclusive workplace cultures for employees

Monitor diversity and inclusion efforts

The Firm actively evaluates our internal diversity and inclusion efforts, and the efforts of our partners, against our internal expectations and industry norms:

- Promoting and discussing diversity and inclusion initiatives
- Conducting assessments with the Firm Operating Partner focused on culture