

# STATEMENT ON THE EU SUSTAINABLE FINANCE DISCLOSURE REGULATION

The following disclosures are made by Permira Management S.à r.l. (the "Firm") in accordance with Articles 3(1), 4(1)(b) and 5(1) of the EU Sustainable Finance Disclosure Regulation (the "Disclosure Regulation"). The Firm is part of the Permira group.

## SUSTAINABILITY RISK

"Sustainability risk"<sup>1</sup> means an environmental, social or governance event or condition that, if it were to occur, could cause an actual or potential material negative impact on the value of an investment. Permira believes that companies that effectively manage material sustainability risks will be better placed to achieve a stronger financial profile in the longer-term, in part because responsible businesses adopt practices that are more attractive to their key stakeholders.

The Firm manages funds across several different Private Equity and Credit strategies including buyout, growth, direct lending and strategic opportunities. The approach to integrating sustainability risks varies depending on the strategy of the particular fund, including the level of access to management teams and level of influence or control of underlying investments.

Before any investment decisions are made on behalf of funds that the Firm manages, the Firm will aim to take into consideration the material sustainability risks associated with the proposed investment in the manner agreed with investors in the relevant fund or offering documentation. Sustainability risks and possible mitigation measures are considered as part of the analysis of potential investment opportunities as relevant, using a risk-based approach.

The specific considerations mentioned above are part of Permira group's wider policies and guidelines on the integration of sustainability risks in the investment process more generally. Further information on this is set out on the Permira group's website at <https://www.permira.com/sustainability/sustainability> and in Permira's Sustainability Framework.

Consideration of sustainability risks is expected to be integrated into the post-investment monitoring and reporting process, as relevant for a particular fund or strategy. The identification, assessment and monitoring of risks takes place on an investment-by-investment basis; sustainability risks are integrated where relevant and material, considering the policies mentioned above and the relevant fund or offering documents. Notwithstanding the above, it is recognised that sustainability risks may not be relevant to certain non-core investment activity of funds, for example, hedging or borrowing.

While the Firm is committed to its policies with respect to sustainability risks, there can be no guarantee that all such risks will be successfully identified and mitigated.

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<sup>1</sup> Sustainability risks are considered according to the definition of the Disclosure Regulation. Sustainability Risks include environmental, social and governance risks.

## **NO CONSIDERATION OF SUSTAINABILITY ADVERSE IMPACTS**

The Firm does not consider the principal adverse impacts ("PAI") of investment decisions on sustainability factors in the manner prescribed by the Disclosure Regulation. The Firm believes that a focus on sustainability risks is an important part of building lasting value in investments. PAI data are being gathered on a voluntary basis only for the private equity buyout funds; however, the private equity buyout funds will not be precluded from considering a prospective investment exhibiting one of more of the adverse impacts described by the PAI indicators. The Firm may nonetheless have regard to whether such matters could be financially material.

In respect of the private equity growth and credit strategies managed by the Firm, the Firm is generally limited in its ability to systematically consider the adverse impacts of its investment decisions on sustainability factors and to mitigate potential sustainability adverse impacts. As such, the current adverse sustainability impact profile of a given investment opportunity is not considered as part of the investment decision making process.

The Firm will keep under review the decision not to consider the adverse impacts of sustainability factors on its investment decisions, including whether it is appropriate to consider adverse impacts in isolation from their financial materiality.

## **REMUNERATION POLICY**

The Firm maintains remuneration policies under which the criteria to determine the remuneration level of identified staff take into account sustainability risks (where relevant). Sustainability risks are treated in the same way as other risks which could cause a material negative impact on the value of a fund. Generally, the Firm's arrangements reward long term performance and require identified staff (as is relevant to their role) to have regard to the relevant Sustainability policies and guidelines so that the structure of remuneration does not encourage excessive risk taking with respect to direct or indirect sustainability risks.

## **TRANSPARENCY OF THE PROMOTION OF ENVIRONMENTAL AND/OR SOCIAL CHARACTERISTICS**

Certain funds that the Firm manages promote environmental and/or social characteristics within the meaning of the Disclosure Regulation. The description of the environmental and/or social characteristics and the methodologies used to assess, measure and monitor these characteristics are made available to investors in the Investor Portal about the specific fund.