

THREE HILLS



For Professional Investors only



1. BUILDING BETTER BUSINESSES

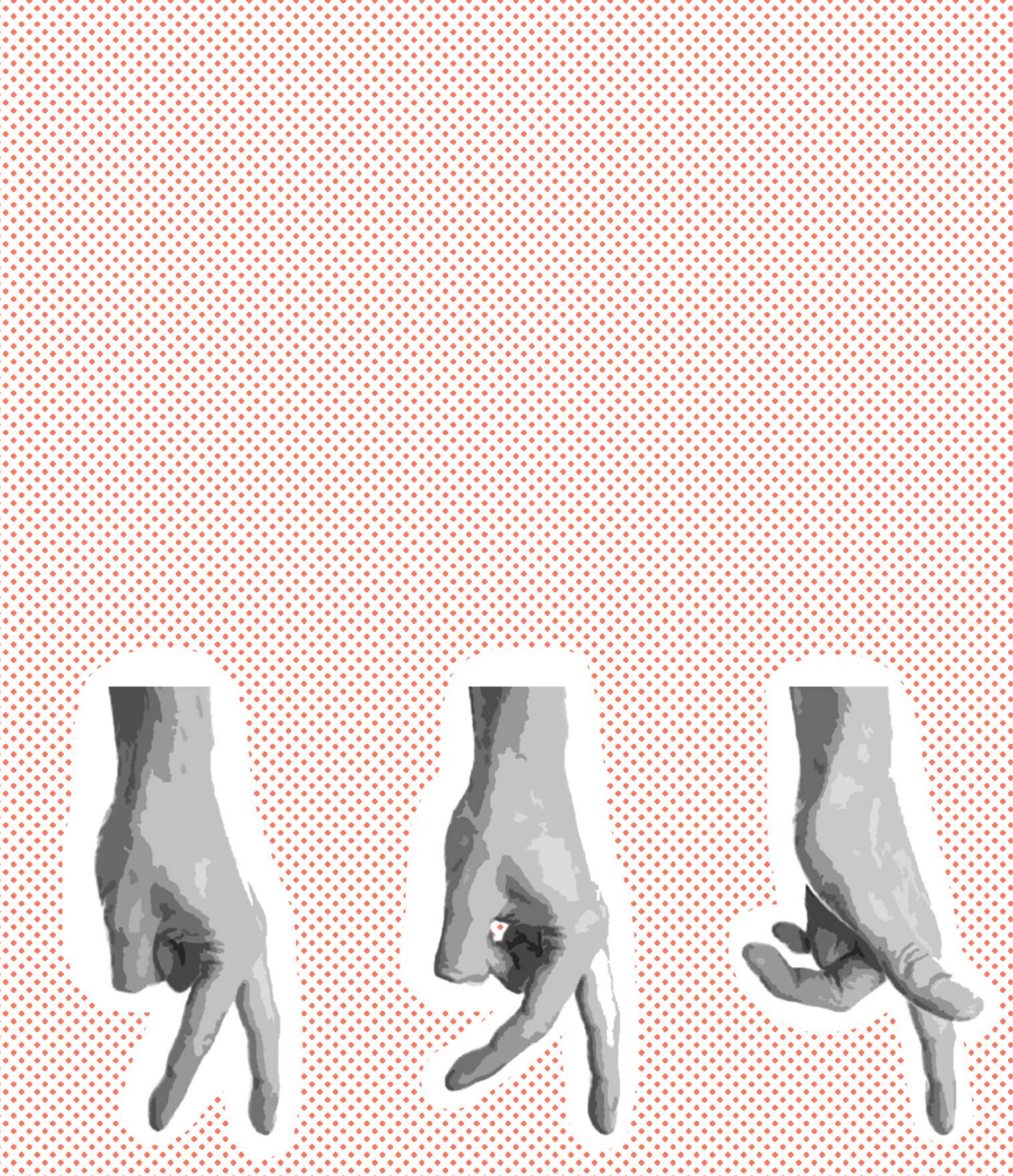
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1. BUILDING BETTER BUSINESSES

"This retreat from investing with purpose represents a significant setback at a time when bold, collective action is more crucial than ever to address global social challenges and global warming that needs action now"

Mauro Moretti
Founder & CEO

June 2025

WELCOME TO OUR 2024 SUSTAINABILITY REPORT

Welcome to our 2024 Sustainability Report

The world continues to endure turbulence, grappling with escalating geopolitical unrest, economic volatility, and mounting climate concerns. Amidst the uncertainty, a surge of investment flowed into sustainable investment themes during and after the COVID-19 pandemic. However, this momentum has not been without its challenges. In previous editions, we have spotlighted the growing scrutiny around ESG (Environmental, Social, and Governance) and sustainable investing, especially as these approaches gained traction and attracted heightened regulatory oversight.

More recently, the pressure from political polarization and rising geopolitical instability has led many organizations and policymakers to pull back from climate action programs and environmental norms, reduce transparency, retreat into "greenhushing," or scale down their support for social investment initiatives – this Zeitgeist is being captured in this year's illustrations.

This retreat represents a significant setback at a time when bold, collective action is more crucial than ever to address global social challenges and global warming that needs action now. As many other organisations in our ecosystem, we believe that long-term sustainability must be integrated within business models across all industries. Provision of temporary products or services is short-lived, risky and ultimately unviable. Without sustainability, value is simply depleted over time. We believe that protecting these principles is not just a nice to have – it is both a responsibility and a value creation opportunity, forming a core part of our fiduciary duty to our investors and the wider community. Relying solely on the current system – or investing in it without question – is no longer sufficient, as its limitations are increasingly evident. A degree of intentionality is not just warranted, but necessary.

Therefore, we have continued to nurture our existing sustainability strategies. Three Hills Capital Solutions (THCS), an Article 8 strategy under the European Sustainable Finance

Disclosure Regulation (SFDR) completed three investments – La Bottega, an Italian amenity manufacturer for high-end hospitality clients, the Spanish audiovisual production company TwentyFour Seven and Mech-I-Tonic a European leader in the packaging machinery industry. Likewise, we are proud to report that our inaugural impact investment strategy (SFDR Article 9), Three Hills Impact, launched in 2024, has provided capital to our first two entrepreneurs. In addition to the Spanish agritech business, Hispatec, we have welcomed Operam Education, a teacher staffing business, building capacity across the North of the UK for primary and secondary schools located in deprived areas. More information on these investments alongside initiatives and results on how some of our businesses have addressed social and/or environmental challenges to date can be found in the portfolio section on page 24.

We have also broadened the Three Hills' community – establishing local presence both in Madrid and in Paris, with the arrival of our new partner Pauline Ammeux. In doing so, we expanded our European footprint and strengthened our position as a hands-on partner, committed to helping entrepreneurs build resilient and sustainable business models across the continent and beyond. We are also pleased to share that in 2024, we were invited to join the Italian Social Impact Agenda (SIA), to collaborate and enhance the local sustainability market with its member organisations whilst aligning global efforts with the Global Steering Group for Impact investing and drive meaningful change going forward.

With this, we leave you to explore our latest report and welcome your feedback.

Mauro Moretti
Founder & CEO



ABOUT THREE HILLS

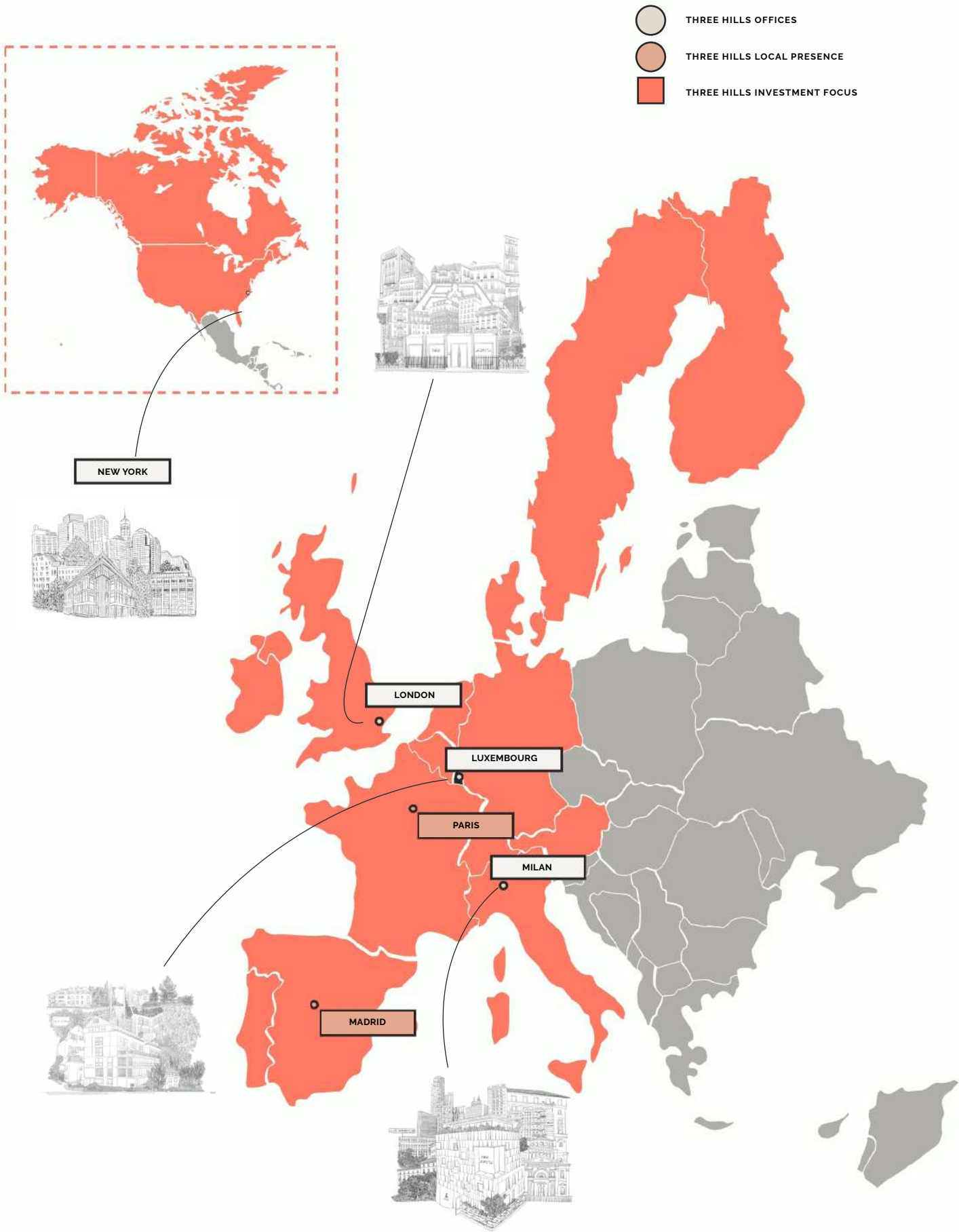
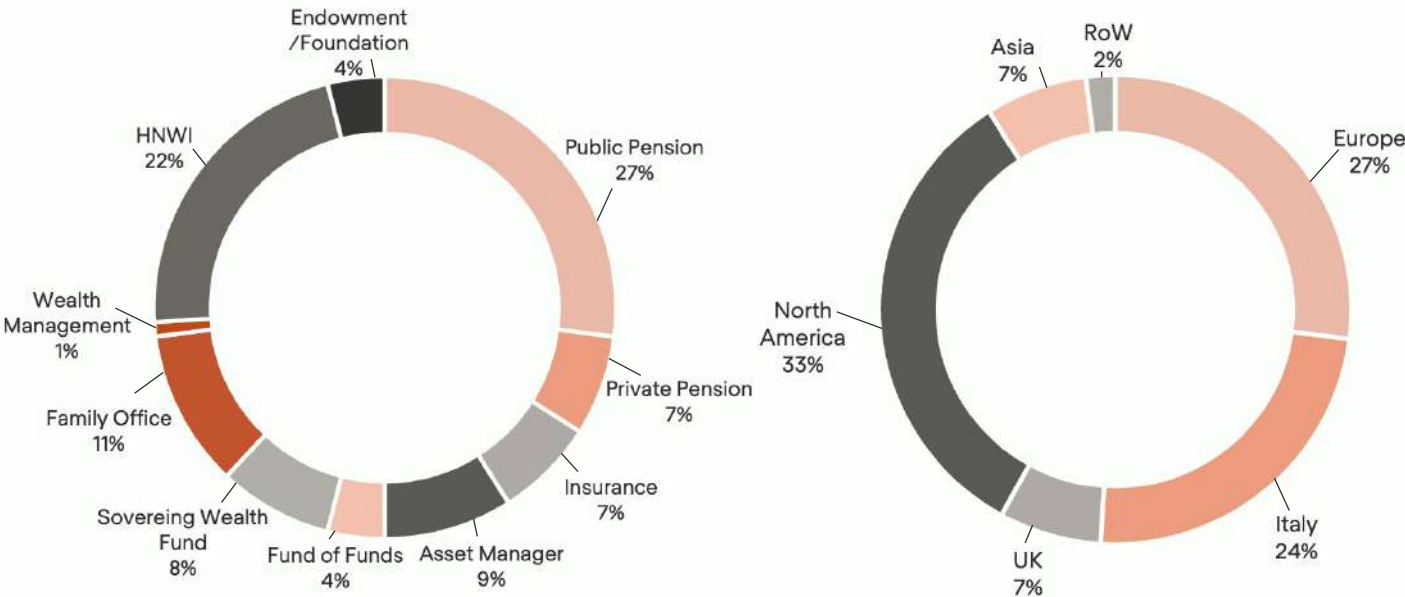
Founded in 2013, Three Hills is an innovative, multi-strategy asset manager providing flexible capital solutions to successful entrepreneurs and management teams in the European mid-market. Sustainability has formed a core pillar of Three Hills' foundations since inception and now, as a B Corporation, the Firm has cemented its genuine commitment to impact by pursuing profit with purpose, launching its first impact investing strategy, Three Hills Impact.

Three Hills is a pioneer in European structured capital, having financed the growth of many of Europe's highest quality entrepreneur-led businesses over the past 15 years. The Firm captures extensive proprietary dealflow thanks to its strong network and distinctive offering for business owners in need of a value-add partner. It provides businesses with tailored, less dilutive financing solutions as well as value-add partnerships to support growth trajectories, leveraging, for instance, the expertise of in-house operating partners.

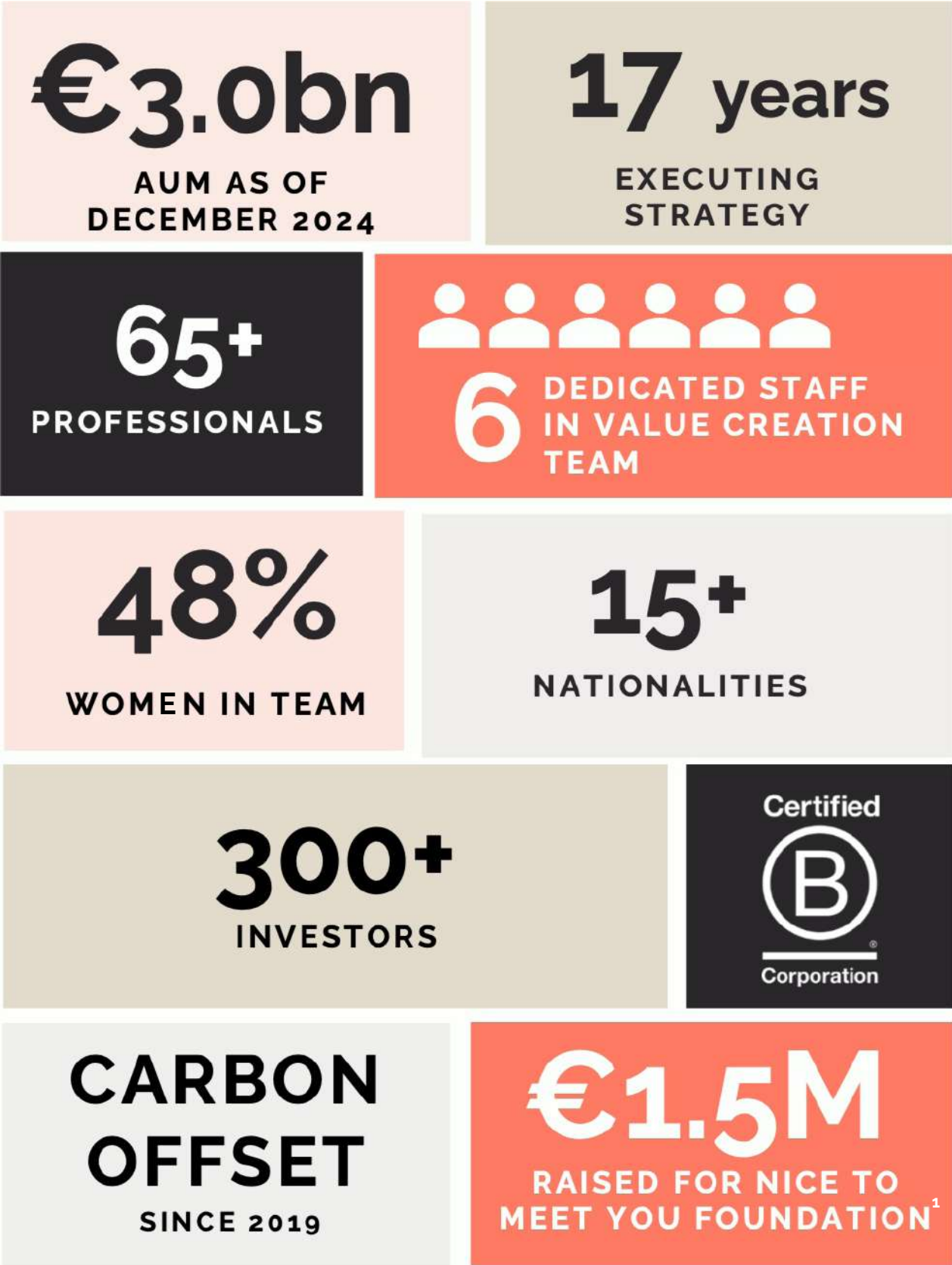
The Firm has evolved considerably since inception, growing from four employees to over 65 professionals operating across offices in London, Milan, Luxembourg and New York. In 2024, Three Hills also established local presences in Madrid and Paris, solidifying its European footprint.

Three Hills currently manages €3 billion of assets across Capital Solutions Impact and Credit Opportunities strategies, having successfully established itself as a reference provider of structured capital solutions in Europe. Three Hills' investor base counts a wide pool of high-quality private wealth and institutional investors, including public pension plans, foundations, insurance companies, consultants and sovereign wealth funds across Europe, North America and Asia. Each fund has received continued support from existing LPs, cementing Three Hills' position as the trusted partner in European structured capital

CURRENT THREE HILLS INVESTOR TYPE AND GEOGRAPHY

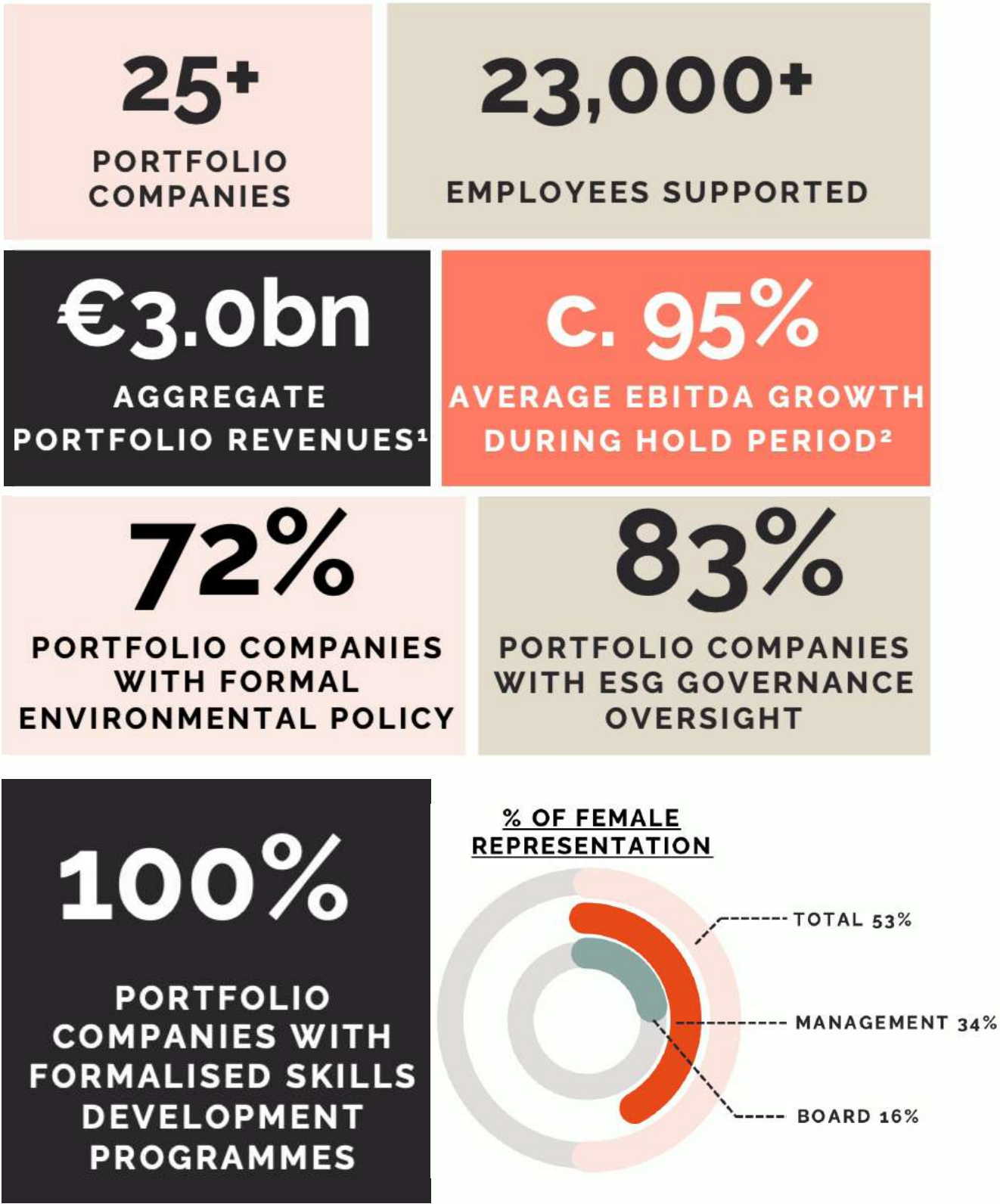


HIGHLIGHTS 2024
FIRM HIGHLIGHTS




¹ Three Hills matches each donation received by the NTMY Foundation.

PORTFOLIO HIGHLIGHTS



¹ Data includes all Three Hills portfolio companies as of 31 December 2024

² EBITDA growth across portfolio companies held for more than two years (excluding asset-backed business as metrics not relevant and off strategy deals not representative of Three Hills' traditional investment approach (i.e. passive syndication in LBOs and board control at the time of the investment). Metrics taken at year of entry and at year of exit/current (LTM Dec-24)




ESTABLISHED LOCAL PRESENCE IN MADRID


Coverage of Spanish market strengthened with two colleagues now operating locally

THREE HILLS PARTENERED WITH THE IACocca INSTITUTE

Hosting 25 young entrepreneurs from Africa at the firm's New York office. These young leaders were selected as part of the Mandela Washington Fellowship program orchestrated by the Iacocca Institute of Lehigh university. Three Hills' partner Abhik Das is an Executive Fellow of the Iacocca Institute




JULY



ARRIVAL OF PAULINE AMMEUX

Joined as partner to support business development in the French market




ESTABLISHED LOCAL PRESENCE IN PARIS

Three Hills global footprint expanded to six locations across Europe and the US

SEPTEMBER

THREE HILLS WELCOMED AS A MEMBER OF THE SOCIAL IMPACT AGENDA FOR ITALY

Joining key players of the Italian impact investing industry to promote public and private investment in social enterprises and mission-driven businesses



DECEMBER


INVESTMENT IN HARBRO WITH TH CREDIT OPPORTUNITIES

A leading Scottish provider of animal feed additives focused on direct to farm and wholesale channels



THREE HILLS SIGNED UP FOR THE ESG DATA CONVERGENCE INITIATIVE


Confirming the Firm's commitment to foster greater levels of ESG data transparency in the financial sector



JANUARY

THREE HILLS WINS SUSTAINABILITY AWARD

Winning in the Finance category of the Italian FC Sustainability Awards for the third consecutive year and being nominated for the Real Deals Sustainable Investment Awards



MARCH


2024

2025

AUGUST


INVESTMENT IN TWENTYFOUR SEVEN WITH FUND IV

A leading audiovisual production services company focused on premium advertising campaigns for global blue-chip brands



LAUNCH OF THREE HILLS CREDIT OPPORTUNITIES


An investment vehicle focused on providing flexible credit opportunities to tenured businesses



NOVEMBER


INVESTMENT IN OPERAM EDUCATION GROUP WITH TH IMPACT

A mission-driven education recruitment platform providing temporary teaching and support staff



THREE HILLS RECEIVES UNPRI SCORE


Improving last year performance and achieving an average of 86/100 point across all modules



FEBRUARY

THREE HILLS ESG TEAM INVOLVED IN EXECUTIVE PROGRAMMES

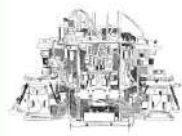
Continuing partnership with Tiresia research centre for impact, innovation and entrepreneurship



MAY

INVESTMENT IN MECH-I-TRONIC WITH FUND IV

An industrial holding group specialising in the end-to-end manufacturing of packaging machinery



INVESTMENT IN ALLIANCE PHARMA WITH TH CREDIT OPPORTUNITIES

A global healthcare platform that acquires, markets and distributes Over-the-Counter and medically-prescribed pharmaceutical products

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SUSTAINABILITY REPORT 2024

THREE HILLS

11

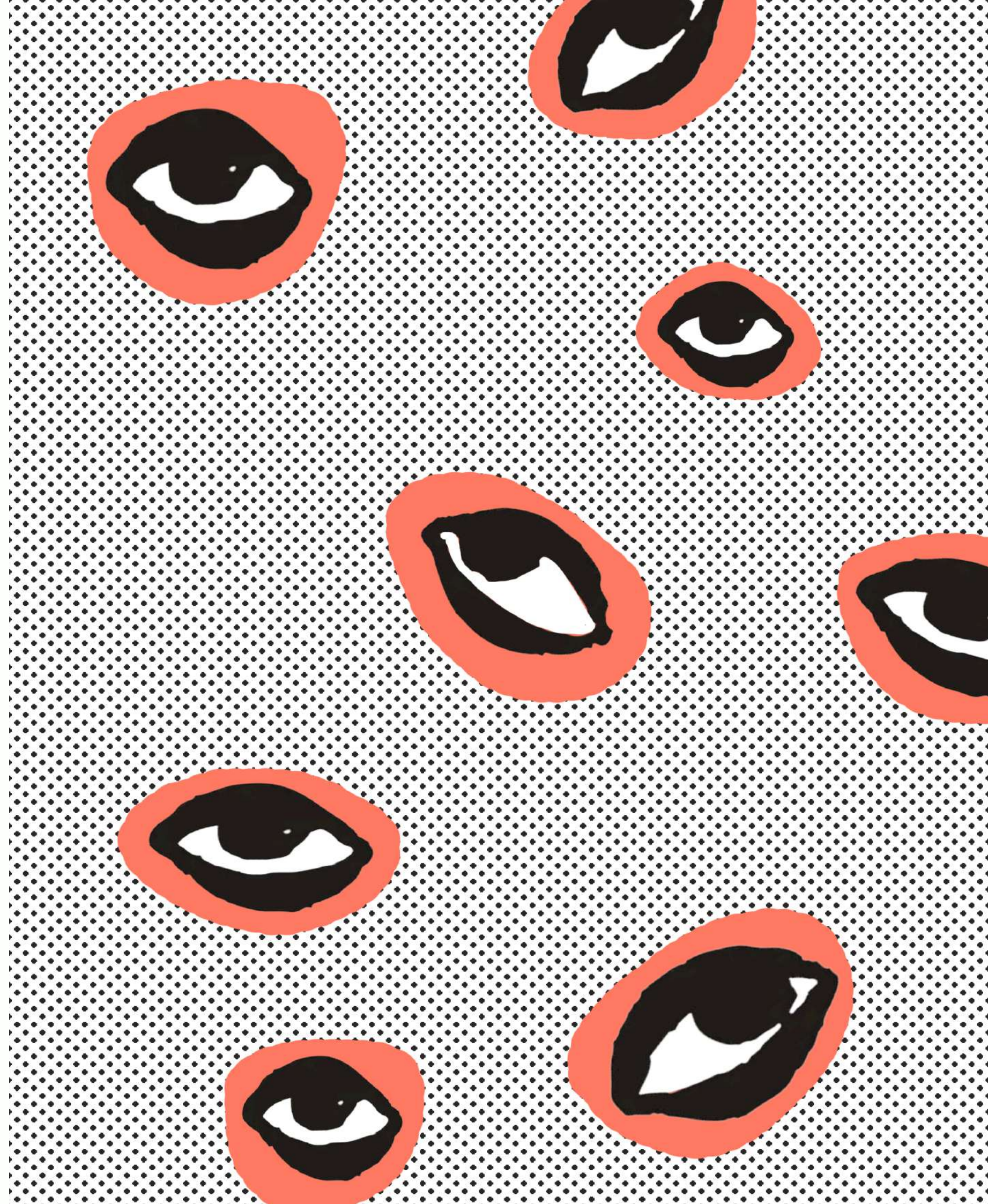
LOOKING AHEAD

As we all navigate ongoing geopolitical tensions and prolonged uncertainty in the financial markets, we hope for a renewed spirit of cooperation — both within our industry and across sectors globally. Achieving the Paris Climate Targets and the UN Sustainable Development Goals by 2030 requires alignment of interest and collaboration across nations, sectors and the investment value chain. With an eye on the anticipated outcomes of the European Commission's call to simplify the Sustainable Finance Disclosure Regulation (SFDR), we at Three Hills will focus on three key priorities.

First, we aim to strengthen our carbon accounting capabilities across all strategies. To achieve this, we've been working closely with select portfolio companies to measure and automate greenhouse gas (GHG) emissions across their operations — including those within the value chain. Doubling down on this technical — yet strategic — area will give us and our investors deeper insight into the portfolio's environmental performance and, moving forward, better equip us to advise our entrepreneurs on their decarbonisation efforts.

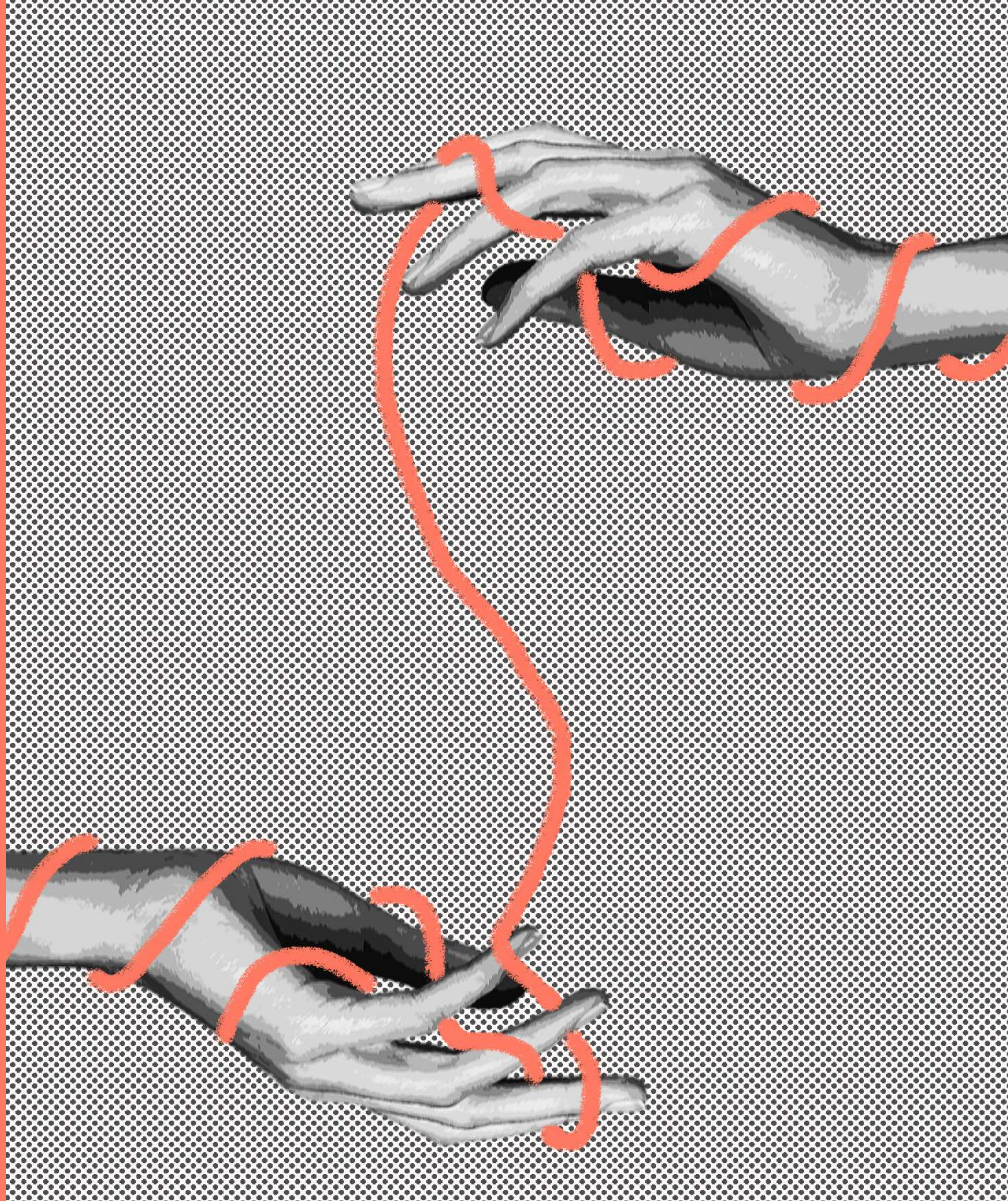
Secondly, we will continue to advance our assessment frameworks and monitoring tools to identify issues and opportunities and consequently implement tailored action plans for our portfolio companies. To benchmark more effectively our portfolio performance and promote enhanced data transparency within financial markets, we have signed up to the ESG Data Convergence Initiative (EDCI) and are hoping to get valuable insights from peers and industry data to improve our own performance.

And lastly at firm level, we want to keep learning from the practitioners around us and the networks we are part of such as the British Private Equity & Venture Capital Association (BVCA), Associazione Italiana del Private Equity, Venture Capital e Private Debt (AIFI), and the Social Impact Agenda for Italy. We hope that by the next annual report we will also be able to share updates on our successful B Corp re-certification to continue nurturing a community of like-minded businesses and investors.



2.SUSTAIN- ABILITY AT FUND LEVEL

This section provides an introduction to Three Hills' approach to sustainability, including how we embed ESG and impact considerations throughout the investment cycle. We will also deep dive on our Value Creation Team before delving into Three Hills Impact as well as Three Hills Capital Solutions' Fund III and Fund IV portfolio results based on the 2024 sustainability survey.



OUR APPROACH TO SUSTAINABILITY

OUR PRINCIPLES

Three Hills believes that responsible ownership and business success go hand-in-hand. Our goal is to ensure that our investments create attractive commercial returns for our investors, whilst mitigating negative effects, promoting sound business practices and contributing to positive outcomes for people and the environment. Our focus on ESG factors and impact of the business model of our companies allows us to make more informed investment decisions, improve risk management and build better, more resilient businesses. Specifically, managing sustainability issues within our portfolio companies, meaning how the business is run (ESG) and the impact it generates through its business model (i.e. products or services), is a true long-lasting competitive advantage. It can lead to stronger brands and pricing power, greater operational efficiencies, lower costs, greater employee satisfaction, productivity and reduced exposure to regulatory risk.

SUSTAINABILITY FOCUS AREAS

Throughout our investment process we aim to ensure that we are aware of the material commercial and sustainability related performance challenges and opportunities that our portfolio companies face. Based on the types of assets and sectors we typically invest in, we have therefore identified a core set of ESG areas that are most material to our businesses (e.g., climate change adaptation & mitigation, circularity, learning & development, health & safety, data protection and board independence) and target United Nations Sustainable Development Goals (UN SDGs) that we believe we have the expertise and capabilities to contribute towards. The in-depth assessment of material ESG topics and relevant UN SDGs is carried out pre- and post-investment through Three Hills'

Given our investment strategy, which tends to take minority positions in our portfolio companies, alignment in values and true partnership with entrepreneurs is crucial to optimise for value creation and positive sustainable outcomes. We are well placed to be hands on partners – we take an active role on the board and support our businesses with our extensive network, guidance, and our in-house Sustainability and Value Creation Teams to drive growth plans.

With reference to our recently developed impact investing methodology, we continue to nurture our external network of financial market participants, advisors, industry groups and research centres to strengthen our framework and promote growth of the sector. Such partnerships also allowed us to unlock significant value-add and adopt a research-based approach within our existing framework.

Sustainability Survey, introduced in 2019 with the support of external sustainability consultants.

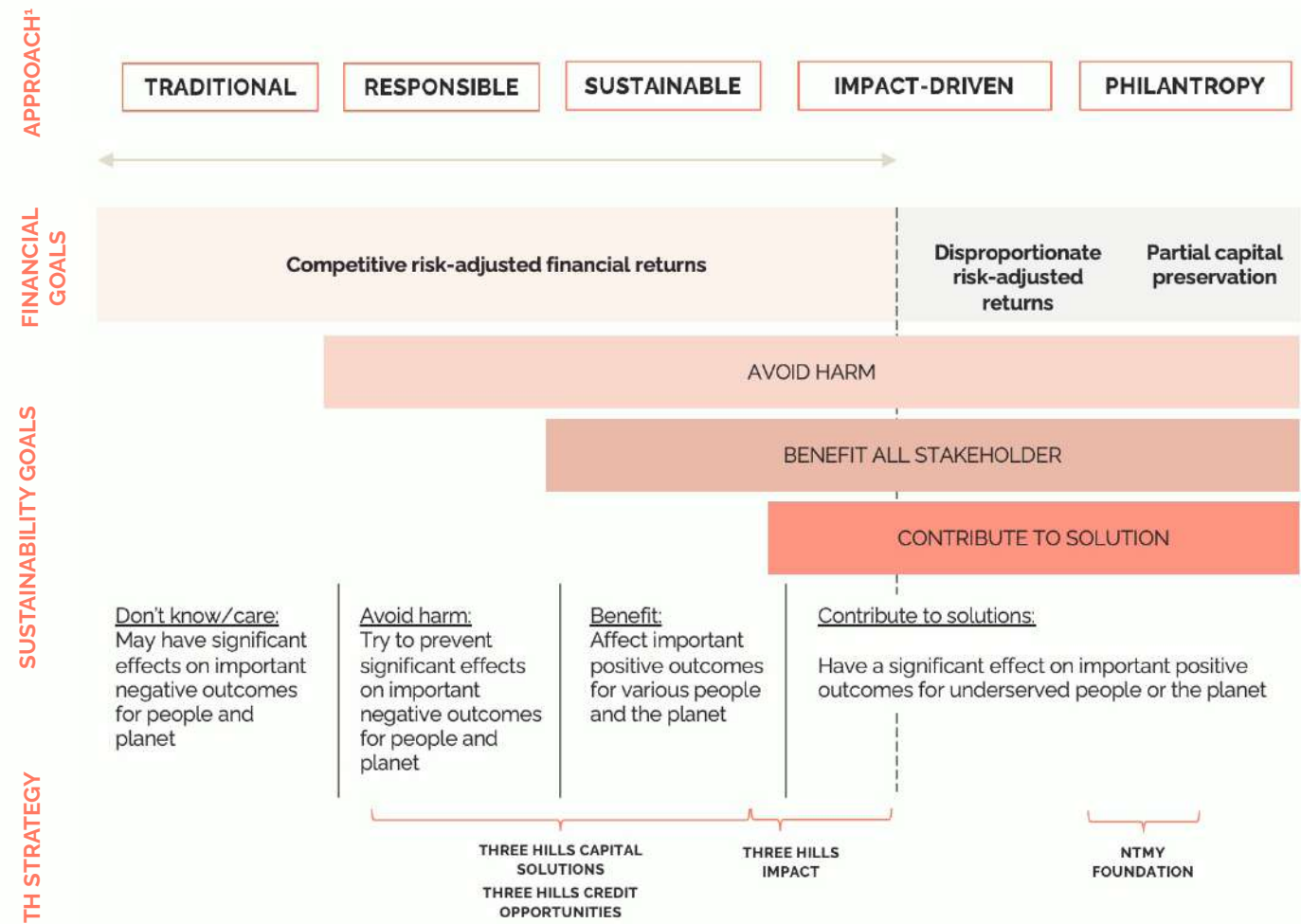
Notably, 2024 marked the second reference period of mandatory reporting in accordance with SFDR requirements for our Funds, giving us the opportunity to consolidate our data collection framework and harmonise our engagement strategy across the portfolio. We constantly review our approach to make sure that our monitoring tools are in line with industry and regulatory best practices and we periodically provide sustainability-related training at Firm-level to ensure cross-team alignment. We look forward to the next reporting window to continue showcasing progress and further refine our framework.

OUR PRODUCTS AND THE SPECTRUM OF CAPITAL

Our approach is tailor made considering the type of assets we typically invest in and, most importantly, the relevant Three Hills strategy. More specifically:

- **THREE HILLS CAPITAL SOLUTIONS:** With the launch of THCS IV, in 2022, we updated our Sustainability Survey tool to reflect best market practices and implement relevant sustainability frameworks (e.g., SASB, EDCI) within our approach. The survey is used across all Three Hills strategies and serves as both a diligence tool for new investments and a template to measure progress throughout the year for the existing portfolio. The Fund is classified as Article 8 under the EU SFDR regulation and, besides promoting relevant environmental and social characteristics, it also uses the UN SDGs as a lens to identify the most material sustainability topics that guide our active management efforts.
- **THREE HILLS IMPACT:** Launched in 2024 and classified as Article 9 under the EU SFDR regulation, the strategy aims to invest in lower mid-market companies whose core business model generates a meaningful positive social or environmental outcome. The Fund uses thematic goals aligned to the UN SDGs and leverages an impact management and measurement approach integrated in all investment stages. Notably, Three Hills Sustainability Team actively engages with management teams since the early stages of each deal to develop the impact thesis and identify tailored metrics to assess the positive outcomes generated. Such data driven approach also applies third party frameworks (including the Impact Management Project) to measure the sustainable investment objective.
- **THREE HILLS CREDIT OPPORTUNITIES:** Launched in 2024 to provide flexible credit solutions to tenured businesses in the European and North American mid to lower mid-markets. Considering the more passive nature of the investment strategy, we are refining our sustainability approach to ensure robust ESG risk management and resilience with reference to material sustainability topics.

The below graph highlights how Three Hills strategies and foundation are positioned in the spectrum of capital. Our differentiated approach allows us to be actively involved in most verticals of the spectrum, spanning from responsible investment to impact-driven strategies and philanthropy.



¹ Source: Bridges Fund Management and Impact Management Project

SUSTAINABILITY

IN THE

The Investment Team is guided by the processes and guidelines set out in our Sustainability Policy. Supported by the Sustainability Team, the Investment Team is responsible for ensuring that material sustainability factors are fully integrated into the investment analysis.

Our Sustainability Survey and impact management and measurement framework then help us work with portfolio companies to identify risks, potential value drivers, pathways for the generation of positive outcomes and draft an action plan.

As SFDR regulation came into full effect in 2022, we worked on upgrading the Sustainability Survey to fully reflect our Investment approach. Common metrics are assessed alongside with sector specific KPIs and tailored impact metrics to provide a comprehensive overview of the performance and good governance practices of the underlying businesses.

At Investment Committee, the commercial and sustainability findings are discussed side-by-side to evaluate the full potential of the asset.

INVESTMENT

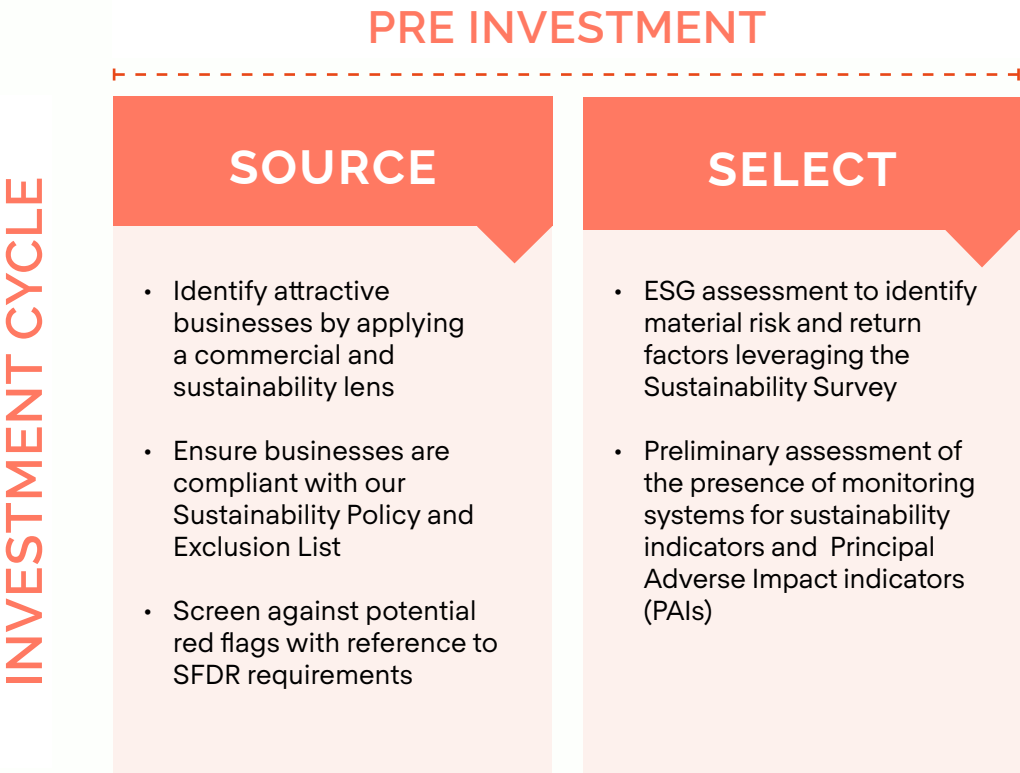
CYCLE

We work closely with management teams throughout the investment process to identify potential sustainability value drivers and help mitigate risks. Post-investment, these insights serve as a baseline to draw-up value creation initiatives and agree on an action plan.

We also collaborate to help our businesses measure, monitor and disclose their performance on an ongoing basis to drive better decision-making, contribute to the generation of commercial value and ensure compliance with SFDR periodic reporting requirements.

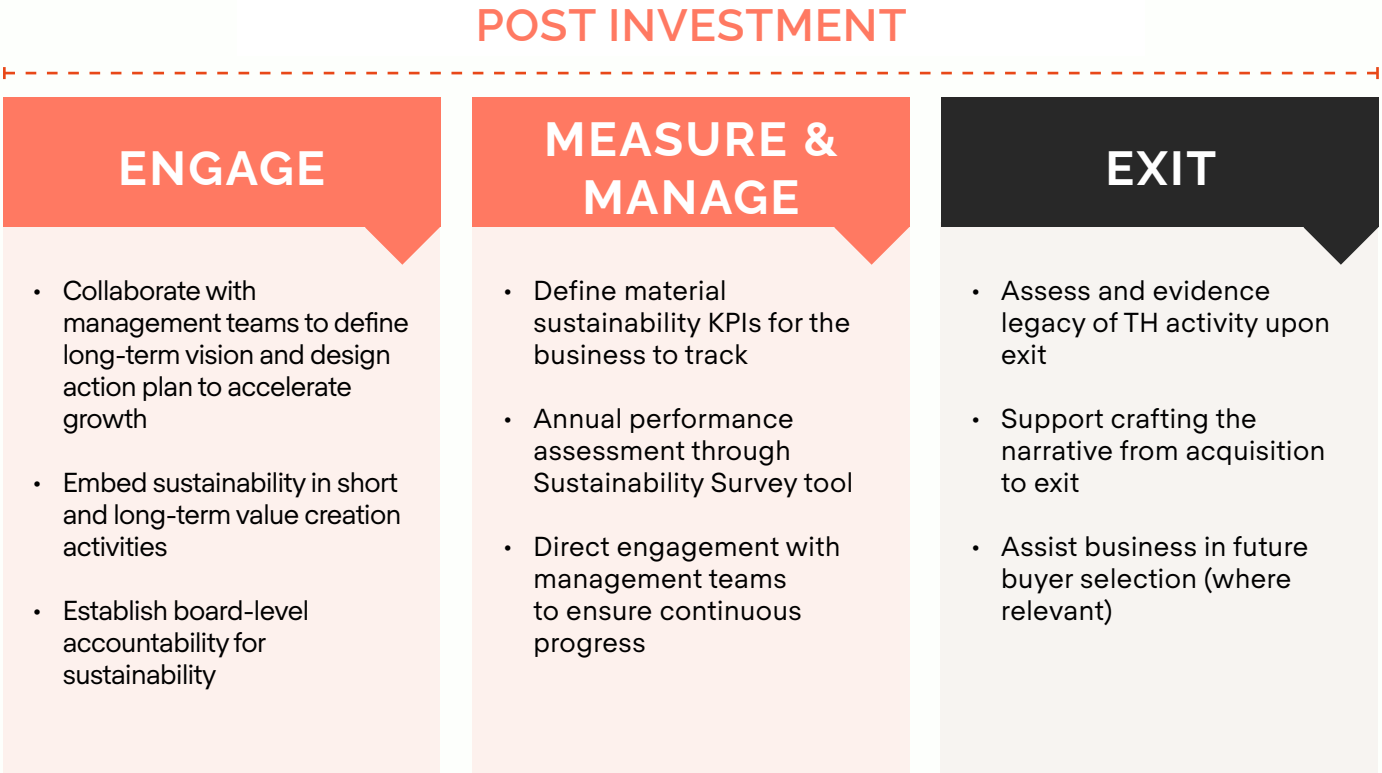
Embedding appropriate governance structures and assigning responsibility for sustainability related topics at board-level, we collect updates on initiatives quarterly and undertake a holistic review on an annual basis, which feeds into our public disclosure.

At exit, we support our entrepreneurs with identifying suitable growth opportunities, applying both commercial and sustainability lenses.



TH IMPACT STRATEGY

- Identify business models that generate positive measurable outcomes for people or the planet
- Set preliminary impact thesis, risks and opportunities, using proprietary impact methodology
- Engage with target companies to identify meaningful impact metrics and targets to periodically measure positive environmental and social outcomes



TH IMPACT STRATEGY

- Track progress against defined impact targets and support businesses in the implementation of impact measurement approach
- Periodic disclosure of core impact metrics performance to boards

VALUE CREATION

The Value Creation Team represents the foundation for our engagement strategy in all funds. The team leverages expertise in five core fields to work as an active partner across the deal cycle and drive sustainable growth.

Three Hills investment strategy allows the team to position itself as an active partner for management teams and develop an effective and sustainable business strategy during the holding period. Below are reported some examples of the value creation activities carried out by a senior member of the Firm with specific background relevant for each field.

SUSTAINABILITY FOCUS AREAS

Over the last 12 months, the Value Creation Team continued to fine tune its approach towards tackling due diligence and 100-day plan definition, focusing on cross-team collaboration. Such efforts were paired with hands-on support to portfolio companies to support growth and robust risk management. As shown on p.23, our key initiatives included tailored support in the development of strong cybersecurity ecosystems, the establishment of strong leadership teams and the automation of accounting systems. The team meets monthly to share updates on active workstreams, discuss resource allocation across portfolios and identify opportunities for cooperation.

STRATEGY & FINANCE

- Strategic M&A planning
- Post-acquisition value creation
- Business integration
- Accounting & financial management



HUMAN CAPITAL

- Talent development
- Organisational development
- Building leadership teams
- Performance management



ESG & IMPACT

- ESG mission / identity
- ESG and Impact DD
- Impact measurement and management
- Firmwide ESG implementation



FINANCE

- Working capital optimization
- Reporting and insights
- Financial transformation



DIGITAL & TECHNOLOGY

- Digital & Tech audit
- Digital/Tech strategy & optimisation
- Cybersecurity
- Data/AI



ESG & IMPACT

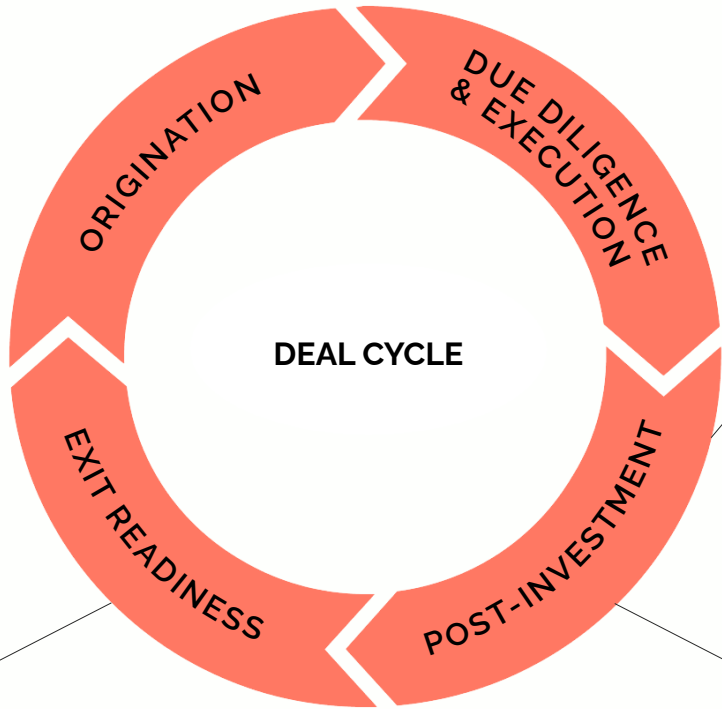
- ESG and Impact DD
- Sustainability strategy
- Impact measurement
- Sustainability reporting



EnableAll - Rewriting the Web for Everyone

EnableAll, backed by Three Hills portfolio company, CareTech, are striving to unlock a significant growth opportunity in the accessibility market for e-commerce. Three Hills have worked closely with the team to shape and define the overall strategy and proposition; pivoting the business from an online marketplace to an accessibility technology plugin that enables all e-commerce sites to become accessible. The market opportunity is underpinned by the imminent change in the European Accessibility Act (EEA) which will require all e-commerce providers to adopt such technologies. Three Hills designed and ran an initial proof of concept on a Shopify site within their portfolio that allowed EnableAll to validate the technology, shape the future product roadmap and better define the new go-to-market and pricing model. In support of this new strategy, Three Hills have helped to hire a proven SAAS leader to execute on the opportunity, and to rapidly bring the product to market during H2 2025 in line with the change in legislation.

DRIVING VALUE THROUGH THE DEAL CYCLE



Sustainability-driven exit storytelling

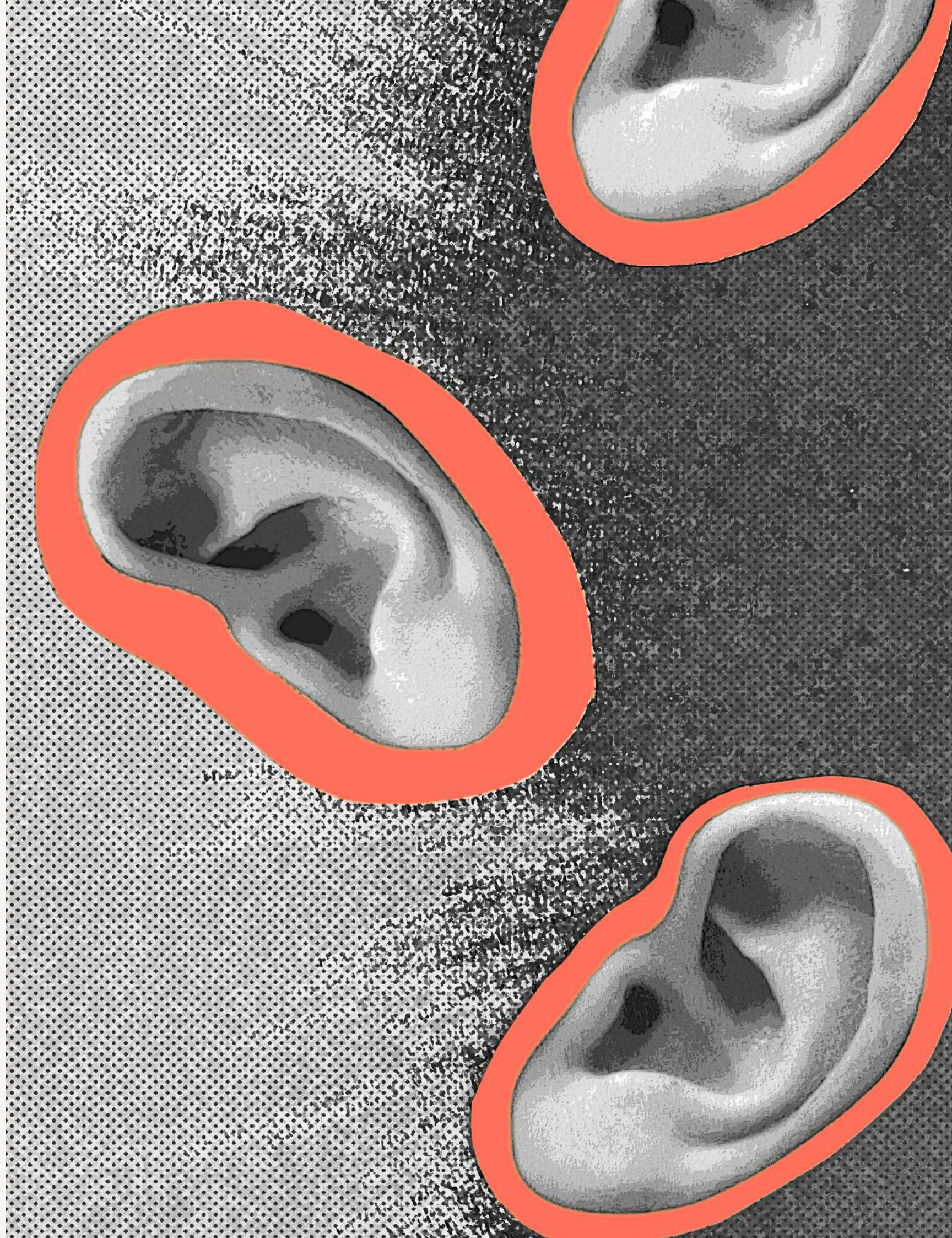
Having worked with our portfolio for several years, we are now in the position to craft comprehensive sustainability and impact-focused storytelling for perspective buyers at exit. Our approach builds upon the value creation and sustainability monitoring activities implemented to support continuity of the sustainability strategies of our companies post-exit and the selection of compelling buyers.

Increasing financial transparency

Robust performance monitoring systems are pivotal to promote financial visibility across the portfolio. Three Hills have worked with TwentyFour Seven to implement a SaaS-based tool (LucaNet) that allows for automated consolidation of financial data. The group's M&A activity led to the integration of multiple entities using different ERPs, making consolidation a challenging task. LucaNet ensures greater insights into financial performance without the commitment that involves a full ERP upgrade. Other tools introduced to improve TwentyFour Seven reporting systems are focused on budget development, pipeline reporting and working capital dashboards.

PORTFOLIO PERFOR- MANCE

The following pages provide a detailed summary of the TH Impact, and THCS IV portfolio, illustrating the themes that drive our different investment strategies and the progress that has been made on sustainability topics during the period.



TH IMPACT PORTFOLIO

IMPACT MEASUREMENT & MANAGEMENT APPROACH

Three Hills Impact represents the first step of our journey as impact investors and a natural spin off of the Three Hills Capital Solutions strategy. After having committed more than half of our invested capital to business models that go beyond ESG integration and generate positive impact for people or the planet, we are now expanding our spectrum of capital towards businesses that contribute to solving urgent social and environmental issues.

In addition to pursuing a sustainable investment objective (compliant with the provisions of Article 9 of the EU SFDR Regulation), TH Impact pairs Three Hills' structured capital solutions with a tailored impact measurement and management approach, developed in line with internationally recognised impact frameworks. A brief representation of our impact investment themes and measurement approach can be found on the right-end side. Notably, our approach is aligned to the Impact Management Project, an industry-led initiative that aims to provide investors and businesses with a seamless framework to assess the environmental and social outcomes generated.

TH Impact invests in businesses that promote a solution to a social or environmental challenges and substantially contribute to at least one UN Sustainable Development Goal (UN SDGs) – where impact and commercial success go together. For each investment, we identify and assess the positive outcomes that the core business model of our portfolio companies generate for people or the planet. Additionally, tailored indicators are identified in collaboration with our management teams with the goal of improving performance throughout the holding period and support businesses in managing and disclosing impact to all stakeholders;












To solidify Three Hills commitment to impact investing, a dedicated investment team and investment committee have been appointed and focus exclusively on sourcing and executing deals in line with our framework. TH Impact Team also leverages the support of Three Hills ESG Team which is responsible for the definition of the impact thesis, the identification of the key performance indicators

linked to each deal and the promotion of impact-related value creation initiatives post-investment. Additionally, to ensure best practices from investment selection to investor reporting, an exclusive partnership with a leading European impact investment research centre, Tiresia, was put in place. Triadi, the advisory arm of the research centre, provides strategic support to financial market players active in the impact investing space. Both Tiresia and Triadi form part of the School of Management of the Politecnico di Milano.


During the reporting period, we had the opportunity refine our impact management & measurement approach, working closely with the management team of TH Impact first investment **HISPATEC**, a leading specialist in software and agrifood technology for the speciality crops segment. Specifically, our efforts targeted the improvement of existing systems to monitor positive environmental outcomes generated at client level (e.g., reduction of food loss, fertiliser use efficiency and increased use of recycled plastics), along with engagement strategies to further improve the company's product suite.

In November 2024, Three Hills completed its second investment, **OPERAM EDUCATION**, a mission-driven education recruitment platform providing temporary teaching and support staff to primary and secondary public schools across the UK. The investment gave us the opportunity to begin working with a purpose-led management team, ensuring strong alignment of interest both commercially and with regards to the generation of meaningful social impact in a critical sector. TH Impact second investment confirms our commitment to investing in purpose-led and future proof business models, balancing environmental and social considerations in our origination efforts.

Find more information about the first two TH Impact investments in the following pages. In 2025 we aim to continue our capital deployment efforts and support the growth of the impact investing movement in private markets.

THEMES	PEOPLE	PLANET	PROGRESS
	1. SOCIAL INCLUSION & SECURITY 2. SUSTAINABLE HEALTHCARE & WELL-BEING	1. ENERGY TRANSITION 2. RESOURCE EFFICIENCY 3. RESPONSIBLE CONSUMPTION AND PRODUCTION	1. DIGITAL TRANSITION AND TRANSFORMATION
SDGS	   	    	 
EXAMPLE BUSINESS MODELS	<ul style="list-style-type: none">• Educational access• Early-years education• Workforce retraining, upskilling and talent development• Sustainable & inclusive finance• Healthy living and corporate well-being• Disease prevention• Mental health services• Safety & security	<ul style="list-style-type: none">• Affordable energy and renewables• E-mobility and share mobility• Storage technologies• Inspection, testing, monitoring & certification• Sustainable agriculture• Recycling and waste management• Future of food and aquaculture	<ul style="list-style-type: none">• Smart cities• Digital services• Enterprise efficiency• Cybersecurity, AI• Product safety and compliance• Data & cloud• Fintech

IMPACT MANAGEMENT PROJECT	WHAT	WHO	HOW MUCH	CONTRIBUTION	RISK
	<ul style="list-style-type: none">▪ Generating positive or negative outcome?▪ Generating important or unimportant outcomes?	<ul style="list-style-type: none">▪ Reaching well-served or underserved populations?	<ul style="list-style-type: none">▪ Touching few or many people?▪ Generating marginal or deep change?▪ Generating short-term or long-term change?	<ul style="list-style-type: none">▪ Contributing marginally or significantly to the change that would have happened anyway?	<ul style="list-style-type: none">▪ Facing low-level or high-level of impact risk?



IMPACT CLASSIFICATION

Avoiding harm

Businesses that, at minimum, identify where the organization is causing harm to people's well-being or the planet and improve those outcomes

Benefit stakeholders

Businesses that, in addition to acting to avoid harm, also maintain or cause improved well-being for one or more group of people and/or the condition of the natural environment

Contribute to solutions

Businesses that, generate positive outcomes for the well-being of a group of people or the condition of the natural environment where the outcome had been previously unsustainable due to policy failure, market dynamics or resource scarcity

TH Impact focus

¹ Source: [Impact Management Project](#), Three Hills' head of ESG & Sustainability, Stefanie Kneer, is a founding member of the IMP.

Developer and distributor of software solutions for sustainable management of agrifood operations

DESCRIPTION: Established in 1986 and headquartered in Almeria, Hispacec is a leading specialist in software and AgriFood Technology for the specialty crops segment in Spain and Latin America. With a comprehensive suite of innovative products that collectively span the entire AgriFood value chain (from seed to point of sale), Hispacec has a complete and specialised range of solutions in the market. Its suite is sold under different brand names: Agrosales (focused on farming input supply); Efemis (farm management software); ERP Agro (packer/processor ERP software); Track (facilitating shipping and transport supply chain tracking); and Margaret (data and analytics for farmers and packers). In 2024, Hispacec continued its ambitious expansion plan in Latin America, capturing market tailwinds for ERP products. The company also continued to work on product standardisation and installations across clients to improve quality of post-sale services while achieving cost efficiencies.

IMPACT THESIS: Improved carbon and resource efficiency of AgriFood value chains

Hispatec's products serve as a cornerstone for enhancing the efficiency of its clients' operations, in turn leading to a reduction in: (i) food loss (up to -7% vs EU average); (ii) water, energy and fertiliser consumption (up to -15% vs EU average); and (iii) greenhouse gas emissions. The company's innovative solutions not only enhance the environmental sustainability of processes, but also foster value chain traceability for cultivators and consumers, contributing to the promotion of food safety and security. The attainment of positive environmental impacts is paired with significant cost efficiencies that clients achieve, demonstrating strong lockstep between outcome generation and financial growth. In 2024, Three Hills ESG Team supported Hispacec in improving its environmental data collection system built into the business ERP product, focusing specifically on carbon accounting. The business is preparing to provide its clients with a full suite of products to allow robust monitoring of material environmental metrics

IMPACT
THEME

Planet/Progress

TRENDS

31% of human-cause greenhouse gas (GHG) emissions originate from agrifood systems and their supply chains. On-farm activities contribute to c. 50% of such emissions, having grown by 15% over the last two decades¹

Population increase and higher food consumption will require a 60-70% increase of agricultural production by 2050. Today, up to 30% of fruits and vegetables are lost before reaching retail due to processing/storage inefficiencies²

In developed countries, agriculture accounts for 30-50% of all freshwater withdrawals. Such figures varies significantly based on location, with developing countries exploiting ~90% of total withdrawals for agriculture³

STRATEGY

With Three Hills support, Hispacec is updating its software solutions to allow clients to measure GHG emissions related to their operations and value chains

Hispatec's products allow farmers to track food loss across the entire value chain, including field operations, food processing, packaging activities and transport

Hispatec suite of products enable farmers to make informed decisions to boost resource efficiency and unlock significant savings

(1) FAO, 2022; (2) FAO, 2009; (3) World Bank, 2023

INDUSTRY: Software development and distribution


DATE OF INVESTMENT: 2024

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: Spain

EMPLOYEES: 190+

SDG ALIGNMENT:








SDT 12.2 – Achieve the sustainable management and efficient use of natural resources

INDUSTRY MATERIAL TOPICS

- Data security and customer privacy
- Risk management
- Integration of sustainability
- Diversity & inclusion
- Employee engagement

FIVE DIMENSIONS OF IMPACT

Dimension	Question	Information / Data
WHAT 	What outcome are we addressing?	Improved carbon and resource efficiency of agrifood value chains
	Is the outcome positive or negative?	<div><input type="checkbox"/> Negative</div> <div><input checked="" type="checkbox"/> Positive</div>
	Is the outcome important to the stakeholders?	<div><input type="checkbox"/> Unimportant</div> <div><input checked="" type="checkbox"/> Important</div>
WHO 	Who is the stakeholder that benefits from the product or service?	The Planet, with specific focus on Spain and LATAM
	Is the stakeholder underserved or well-served with respect to the outcome?	<div><input type="checkbox"/> Well-served</div> <div><input checked="" type="checkbox"/> Underserved</div>
HOW MUCH 	Is the product or service generating marginal or deep change?	<div><input type="checkbox"/> Marginal</div> <div><input checked="" type="checkbox"/> Deep</div>
	Is the product or service generating short-term or long-term outcomes?	<div><input type="checkbox"/> Short-term</div> <div><input checked="" type="checkbox"/> Long-term</div>
CONTRIBUTION 	What is the business contribution to what would likely happen anyway?	<div><input type="checkbox"/> Likely worse</div> <div><input checked="" type="checkbox"/> Likely better</div>
RISK 	Is the business facing high or low-levels of impact risk?	<div><input type="checkbox"/> Low</div> <div><input checked="" type="checkbox"/> High</div>

ESG LEADERSHIP

ENVIRONMENTAL

- Completed first company-wide carbon assessment, encompassing GHG emissions across the value chain
- Continued to promote low environmental impact mobility solutions for employees, including EVs

SOCIAL

- Updated employee handbook, shared with all staff. The handbook includes Hispacec's equality plan and relevant HR policies
- Reduced employee turnover to 12%, keeping such figure below average in the global technology industry
- Updated annual performance review system, involving all employees

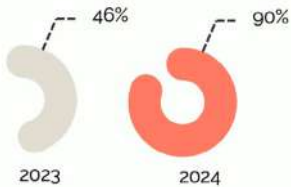
GOVERNANCE

- Achieved ISO 27001, ensuring robust IT management and mitigation of cybersecurity risks
- Kicked-off partnership with Cooperativas Agroalimentarias de España to support digitalisation of farm operations and reduce risk of pesticide contamination
- Identified dedicated professional to support sustainability strategy at company and product level

GHG EMISSIONS (SCOPE 1, 2 AND 3)



EMPLOYEES ENLISTED IN SKILLS DEVELOPMENT PROGRAMMES



Provider of education recruitment and staffing solution services to schools in need for flexible resources

DESCRIPTION: Founded in 2017 and headquartered in Manchester, Operam Education Group ("Operam") specialises in the acquisition and growth of education recruitment agencies and high-value service offerings, providing staffing solutions to state schools faced with the greatest need for flexible resources. The Group comprises of eight brands that ensure comprehensive coverage of the UK market whilst promoting robust regional presence that allows to provide flexible solutions to clients. Three Hills will work closely with Operam's experienced management team to cement the Group's position as a clear market leader by driving further organic expansion. The transaction also provides significant further capacity for M&A. In this context, Operam will continue to actively target outstanding education recruitment agencies that are regional leaders and providers of other high value service offerings to schools.

IMPACT THESIS: Increased access to education for students in low-income areas

Operam's services unlock key social benefits for kids in critical age groups (primary, secondary and special needs schools), while addressing the systemic shortages of full-time teachers in many UK regions. The business specifically focuses on medium- and long-term placements hence positively contributing to the behavioural and academic development of students. Over 70% of placements last over six weeks. Additionally, the Group exclusively focuses on public schools, often located in low-income areas. As per the UK Index of Multiple Deprivation, over 60% of Operam's clients are located in deprived areas.

Three Hills ESG Team aims to support Operam in upgrading the existing systems to monitor positive student outcomes. Specifically, strong efforts will be dedicated to the definition of robust systems to collect and process schools' feedback related to the positive impact unlocked by Operam's services, focusing on academic performance, class engagement and students' behaviour.

IMPACT
THEME

People – Social inclusion

TRENDS

Over the last decade, England systematically fell short of its teacher recruitment targets. In 2024, only 62% of the yearly recruitment target has been reached¹

Average working hours for primary, secondary and SEND teachers in England is over 50 hours a week, significantly above OECD average (41hoursaweek)²

Measurement of quality of hires and staffing services has become a priority for the recruitment and staffing sector. Tougher hiring environment is swinging the pendulum towards quality of hires³

STRATEGY

Operam's services focus specifically on supporting schools with staffing needs, providing flexible solutions for both long- and short-term placements

The Group supports access to work for early career teachers and unemployed education professionals, also contributing to workload reduction for staffed professionals

Operam is working on upgrading its systems to monitor client feedback across all brands, also focusing on measuring social outcomes generated

(1) UK Government, 2024; (2) OECD, 2024; (3) LinkedIn, 2025

INDUSTRY: Education staffing services

DATE OF INVESTMENT: 2024

DEAL TYPE: Growth Capital

HQ: UK

EMPLOYEES: 90+






SDG ALLIGNMENT:



INDUSTRY MATERIAL TOPICS

- Talent management & retention
- Service quality
- Data security and customer privacy
- Sustainability integration
- Business integrity

FIVE DIMENSIONS OF IMPACT

Dimension	Question	Information / Data
WHAT 	What outcome are we addressing?	Increased access to education for students in low-income / underserved areas
	Is the outcome positive or negative?	<div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input checked="" type="checkbox"/></div></div> <div>NegativePositive</div>
	Is the outcome important to the stakeholders?	<div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input checked="" type="checkbox"/></div></div> <div>UnimportantImportant</div>
WHO 	Who is the stakeholder that benefits from the product or service?	UK primary, secondary and SEND schools
	Is the stakeholder underserved or well-served with respect to the outcome?	<div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input checked="" type="checkbox"/></div></div> <div>Well-servedUnderserved</div>
HOW MUCH 	Is the product or service impacting few or many people?	<div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input checked="" type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div></div> <div>FewMany</div>
	Is the product or service generating marginal or deep change?	<div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input checked="" type="checkbox"/></div><div><input type="checkbox"/></div></div> <div>MarginalDeep</div>
	Is the product or service generating short-term or long-term outcomes?	<div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input checked="" type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div></div> <div>Short-termLong-term</div>
CONTRIBUTION 	What is the business contribution to what would likely happen anyway?	<div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input checked="" type="checkbox"/></div><div><input type="checkbox"/></div></div> <div>Likely worseLikely better</div>
	Is the business facing high or low-levels of impact risk?	<div><div><input type="checkbox"/></div><div><input type="checkbox"/></div><div><input checked="" type="checkbox"/></div><div><input type="checkbox"/></div><div><input type="checkbox"/></div></div> <div>LowHigh</div>
RISK 		

ESG LEADERSHIP

ENVIRONMENTAL

- Switched to renewable energy procurement in a number of Group's offices
- Implemented environmental policy as part of the employee handbook shared with all employees

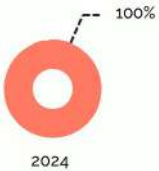
SOCIAL

- Developed an 'Early Career Teachers Toolkit' to support young teachers in achieving employment and educational outcomes
- Implemented Employee Assistance Programme offered to all staff. 100% of the employees are involved in training schemes and periodic performance reviews
- Introduced the "Pledge Days" initiative whereby every employee is offered up to 3 days paid to volunteer within the communities they live in

GOVERNANCE

- Implemented robust anti-corruption management system, including dedicated policies and whistleblowing channel
- Integrated ESG risks and opportunities review in board agendas and monthly reporting
- Nominated among the top 75 best small companies to work for in the UK

% EMPLOYEES INVOLVED IN BONUS SCHEMES



% FEMALE IN SENIOR MANAGEMENT



THCS IV PORTFOLIO

RESULTS OF SUSTAINABILITY ASSESSMENT

Three Hills Capital Solutions IV (THCS IV) investment strategy formalises our commitment to drive sustainable development across our portfolios. As highlighted in the "Our Approach to Sustainability" section on p.16, THCS IV is classified as Article 8 under the EU SFDR regulation, resulting in the regulatory requirement to promote environmental and social characteristics during the investment period.

Since the start of the investment period in February 2022, nine businesses were funded, giving us the opportunity to progressively enhance our ESG due diligence approach, focusing on early engagement with management teams and ESG-focused site visits. Importantly, most portfolio companies have now been part of THCS IV portfolio for over two years. This allowed us to fully align our ESG data collection framework to the most material topics for our companies and, most importantly, establish strong engagement strategies with entrepreneurs and management teams to leverage ESG as a value creation lever.

Three Hills Sustainability Survey is fully aligned with internationally recognised reporting standards such as the Sustainability Accounting Standards Board (SASB), the ESG Data Convergence Initiative (EDCI) and the Global Industry Classification Standards (GICS). Our assessment methodology also supported the reporting of relevant data and information included in the present report. The current facing page highlights the sustainability KPIs monitored at portfolio-level, measuring its contribution towards environmental and social topics and ensuring compliance with the EU SFDR regulation. Additionally, the following section of the report presents specific case studies that highlight further metrics and qualitative insights regarding relevant ESG initiatives rolled out by portfolio companies.

During the last reporting period, we had the opportunity to strengthen the relationship with historical management teams, progressing on shared action plans and setting the foundation for future commercial growth and sustainable development of business models. Notably, the maturity of the relationship with several portfolio companies allowed us to roll out portfolio-wide engagement strategies that supported fund-level risk management and value creation.

For instance, in the second half of 2024, we kicked off a process to support five portfolio companies in establishing or improving their

carbon accounting capabilities. The workstream encompassed all emission scopes (Scope 1, 2 and 3) and was led by Three Hills ESG Team with the support of a specialist advisory. Such effort supported more robust carbon reporting with reference to FY2024 and established a baseline to improve data quality and define multi-year emission reduction targets.

Portfolio-wide initiatives were paired with company-specific engagement efforts to support our business in their growth pathway. For instance, manufacturer and distributor of truffle products, **SABATINO TARTUFI**, finalised the implementation and roll-out of an on-site photovoltaic plant, covering a significant proportion of the energy demand of its Italian plant. **DIGITAL 360**, an Italian provider of innovative digital marketing and advisory services, opened new headquarters in a BREEAM Gold certified building, consolidating several Group's entities in one office to foster collaboration. UK provider of social care for individuals with special needs, **CARETECH**, adopted a new care management system for its children services, aiming to improve operational efficiency, staff management and data gathering capabilities.

In July and August 2024, Three Hills completed two additional investments, establishing partnerships with **LA BOTTEGA**, a global supplier and manufacturer of amenities in the luxury and high-end hospitality market and **TWENYFOUR SEVEN**, a Spain-based audiovisual production services company focused on premium advertising campaigns for global blue-chip brands. In May 2025 Three Hills also completed the investment in **MECH-I-TRONIC**, a federated group of specialist packaging machinery manufacturers. We are excited to start working with the two businesses and support management teams in further driving their sustainable development strategies. We are currently working with the entrepreneurs and management teams of the two companies to prioritise concrete actions to address material sustainability issues.

Recent investments confirm our commitment to provide preferred capital solutions to profitable and sustainable business models across Europe. As more capital will be deployed in the upcoming months, TH will continue to focus its efforts to promote ESG characteristics in its investments. We aim to continuously expand and innovate our investment strategy to consolidate TH's leadership role in the structured capital market.

FUND IV OVERVIEW

ART. 8 SUSTAINABILITY INDICATORS

THCS IV promotes the following environmental and social characteristics:

- 1. Reduction of **negative environmental impacts**
- 2. Promotion of a **safe and healthy work environment**
- 3. Promotion of **sound organisational structures and a diverse and inclusive work environment**

We monitor the attainment of the environmental and social characteristics promoted through the following sustainability indicators.

CASTELLET
HOSPITALITY

CareTech

kernel

SABATINO

DIGITAL 360

LCap

24

LABOTTEGA

MECH-I-TRONIC

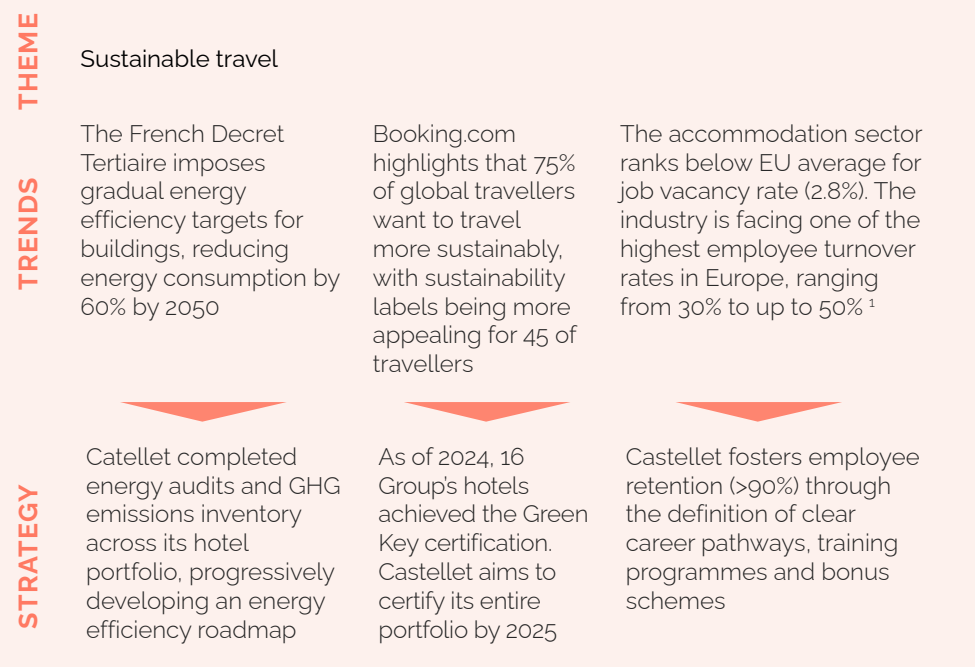
INVESTED IN 2024

INVESTED IN 2025

ENVIRONMENTAL	Implementation of environmental policies / management systems	✓	✓	✓			✓	✓	✓	✓
	Measurement of GHG emissions	✓ Scope 1, 2 and 3	✓ Scope 1, 2 and 3	✓ Scope 1, 2 and 3	✓ Scope 1, 2 and 3	✓ Scope 1, 2 and 3		✓ Scope 1, 2 and 3	✓ Scope 1, 2 and 3	✓ Scope 1 and 2
	Presence of energy efficiency plans / renewable strategies	✓	✓		✓			✓	✓	✓
SOCIAL	Formalised employee policies	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Well-Being and H&S programmes	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Diversity & Inclusion policy		✓	✓		✓	✓		✓	
GOVERNANCE	Antibribery / Anticorruption policy		✓	✓	✓	✓	✓	✓	✓	✓
	Guidelines for cyber, IP and information security	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Gender and/or ethnic representation of the Board		✓	✓	✓	✓		✓		

DESCRIPTION: Founded in 2017, Castellet Hospitality has a portfolio of 29 budget and midscale hotels in the South-East of France, mostly operating under the Accor, Marriot, Louvre Hotel Group and B&B hotel franchise brands. Castellet owns the freehold of the majority of its hotels, providing additional downside protection thanks to a strong real estate portfolio. Leveraging its expertise and high-quality portfolio, the Group targets and provides professional hospitality services to business and leisure costumers.

In 2024, Three Hills continued to support Castellet's buy-and-build strategy, with two acquisitions finalised and two openings targeted for Q1 2025. Such strategy will build on the Group's well-established business approach, allowing Castellet to succeed in one of the most resilient market segments.



ENVIRONMENTAL

- Completed first Group-wide carbon assessment, encompassing GHG emissions across the value chain
- Increased focus on sustainable waste management, improving waste separation facilities across all locations
- Implemented third party tool for energy management and progressive reduction

SOCIAL

- Maintained positive female representation across all business areas (56% overall, 60% at management level and 66% at board level)
- Kept employee turnover rate (8.5%) well below industry average, focusing on upskilling, bonus schemes and clear career paths
- Continued to improve employee appraisal system, involving 100% of staff

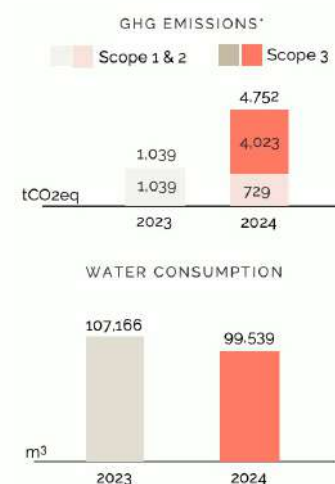
GOVERNANCE

- Continued to leverage the internal ESG Committee to drive the Group's sustainability agenda
- Progressed on the roll out of the Group-wide sustainability road map, fostering regulatory compliance and implementation of ESG best practices

INDUSTRY: Accommodation Hospitality
DATE OF INVESTMENT: 2022
DEAL TYPE: Growth Capital, Shareholder reorganisation
HQ: France
EMPLOYEES: 340+
SDG ALIGNMENT:



CORE BUSINESS



DESCRIPTION: Founded in 1993, CareTech is a leading UK private provider of healthcare, education, social care, training and technology innovation for adults and children with complex needs. Users include those with learning disabilities, autistic spectrum disorder, sensory impairment, or mental health complications. The group operates in more than 550 locations in the UK and internationally, serving over 5,000 beneficiaries.

TH provided capital to support business delisting from the AIM market while enabling CareTech to expand its impact radius in other UK regions. In 2024, the group continued to focus on both organic growth and M&A. CareTech finalised the reopening of 20 closed sites and Smartbox completed the acquisition of KMD, a leading assistive technology company based in the Netherlands.

THEME

Healthcare and social inclusion

TRENDS

It has been estimated that, by 2040, 29% more working-age adults and 57% more over-65s will need long-term care compared with 2018¹

Despite positive average national rankings, CQC highlights lower quality standards achieved by services targeting people with a learning disability and autistic people

Globally, c. 100m people could benefit from augmentative and alternative communication AAC due to severe disabilities impacting natural speech²

STRATEGY

CareTech provides health, social care and education services to over 5,000 people, focusing on long-term physical and mental disabilities

CareTech services continuously perform in line or above its peer group with reference to Ofsted and CQC ratings

CareTech's subsidiary, Smartbox, is a global provider of AAC technologies, enabling people to communicate with symbols and text, use social media and control their environment

ENVIRONMENTAL

- Built three school developments in line with BREEAM standards for sustainable buildings
- Replaced 50 ICE vehicles with 30 EV and 20 PHEV, contributing to the reduction of CareTech's GHG emissions
- Replaced over 700 appliances across all care homes to improve energy efficiency

SOCIAL

- Rolled out first employee engagement survey, achieving 81% satisfaction score
- Kept employee turnover rate (c. 30%) below industry average, promoting engagement and wellbeing
- Continued to work on CareTech D&I strategy framework, achieving strong female representation at management level (58%) and overall (69%)

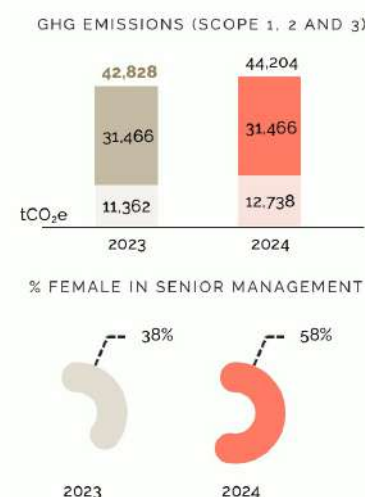
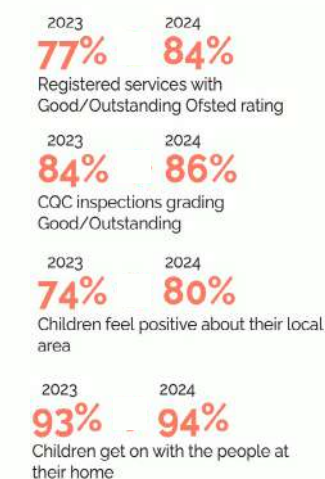
GOVERNANCE

- Implemented new care management system for children services to improve data quality and staff management
- Rolled out ESG questionnaire to Top 20 suppliers across all locations
- Continued working on Group-wide CARE4 strategy, ensuring robust management of sustainability matters

INDUSTRY: Social care and educational services
DATE OF INVESTMENT: 2022
DEAL TYPE: Shareholder reorganisation
HQ: UK
EMPLOYEES: 10,500+
SDG ALIGNMENT:



CORE BUSINESS



* Note: In 2024, the business carried out a comprehensive update of its GHG accounting methodology to fine tune the overall assessment and include Scope 3 emissions. A more like-for-like year-on-year comparison will be provided in next year's Report.
 (1) European Commission, 2024

(1) European Labour Authority, 2024; (2) University of Malta, 2025

DESCRIPTION: Kernel Global ("Kernel") is a multi-brand, multi-niche group of industry leading recruitment businesses that operates globally with operations across the UK, US and Hong Kong. The group comprises of three key brands: Dartmouth Partners, an award-winning recruitment consultancy, Pure Search, a market leader across the Tax, Legal and Risk & Compliance verticals and Catalyst Partners, an innovative player focused on specialist placements across rewards & analytics and HR infrastructure. Relying on over 170 qualified professionals and a deep network of around 460,000 candidates, Kernel provides recruiting services to over 1,200 clients.

In 2024, Kernel focused its efforts on organic growth, launching a new brand, Catalyst Partners, and doubling down on the US market (new opening in North Carolina). The business also invested in talent attraction, harmonising hiring practices across all brands and reviewing compensation strategies.

THEME

PROVIDING DIVERSE TALENT WITH ACCESS TO EXCEPTIONAL CAREERS

TRENDS

Introduction of new technologies is reshaping the recruitment industry, over a third of agencies are actively integrating or experimenting with Generative AI tools¹

Measurement of quality of hires and recruitment services has become a priority for most firms. Slower hires are swinging the pendulum towards quality¹

Skilled-based hiring has gained momentum and is a key priority for employers. Over 90% of talent acquisition specialists link accurate skill assessment to quality of hires¹

STRATEGY

Kernel conducted a full technology review on its operations across all brands and started implementing targeted improvements

In 2024, Kernel upgraded its CRM platform at Group-level to foster better quality measurement and facilitate client engagement & feedback process

Kernel professionals are sector specialists with deep knowledge in their markets, leveraging cross-brand collaboration to identify the right candidate to meet clients' needs

ENVIRONMENTAL

- Increased scope of carbon reporting tool (Ecologi) to measure GHG emissions at Group-level
- Consolidated Environmental and Waste Management policy at Group-level
- Upgraded lighting systems and waste collection stations in London office

SOCIAL

- Rolled out ED&I framework, including an updated policy, a dedicated working group and Group-wide training
- Upgraded employee feedback system, introducing a new platform for feedback gathering and monthly townhalls by brand
- Implemented leadership framework to foster employee engagement. Talent attraction, retention and upskilling programmes have been reviewed to foster quality and reduce churn

GOVERNANCE

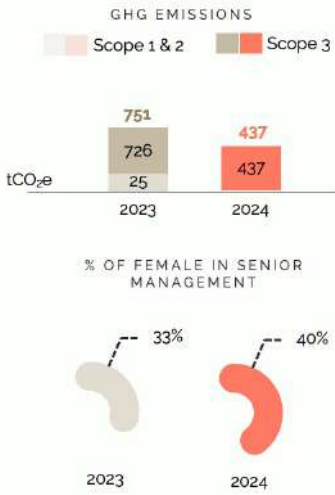
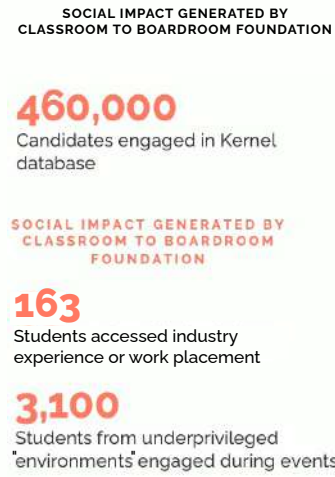
- Introduced enhanced supplier management system, targeting critical suppliers with in-depth due diligence processes
- Increased investment in the Classroom to Boardroom Foundation, with two FTE now dedicated to foundation work
- Continued to upgrade tech platforms, having automated systems to ensure compliance with data retention policies

(1) LinkedIn, 2025

INDUSTRY: Recruitment
DATE OF INVESTMENT: 2023
DEAL TYPE: Growth capital, Shareholder reorganisation
HQ: UK
EMPLOYEES: 170+
SDG ALIGNMENT:



CORE BUSINESS



DESCRIPTION: Founded in 1911, Sabatino Tartufi is a family-owned manufacturer and distributor of truffle-based products and flavour solutions headquartered in West Haven (Connecticut, US), with origins and operations in Mostecastrilli (Italy). In addition to premium truffle-based products, the company sells fresh truffles across various end markets, including foodservice, retail and B2B channels in North America, Europe and Asia. Sabatino relies on over 100 professionals and a network of partnerships with large truffle farms in Europe to source quality raw materials and ingredients.

In 2024, Sabatino concentrated on expanding its sales channels, delivering strong results in the B2B segment while strengthening relationships with existing clients and establishing new partnerships in the foodservice sector.

INDUSTRY: Food manufacturing and distribution
DATE OF INVESTMENT: 2023
DEAL TYPE: Growth capital, Shareholder reorganisation
HQ: US
EMPLOYEES: 120+
SDG ALIGNMENT:



THEME

PRODUCTION AND DISTRIBUTION OF RESPONSIBLY SOURCED FOOD PRODUCTS

TRENDS

Changing consumers' preferences and rising costs require product and process innovation to drive business growth¹

Health and well-being still drive consumers' purchases despite rising prices²

Three quarters of consumers consider food traceability as a key requirement³

STRATEGY

Sabatino relies on its professionals and a network of external chefs and foodservice operators to periodically launch new products that meet consumers' demand

Sabatino's offering includes healthy and organic product lines that pair quality and taste with nutrient-rich ingredients

Sabatino developed partnerships with local suppliers to foster short food supply chains and holds relevant certification to guarantee product traceability

ENVIRONMENTAL

- Completed first group-wide carbon assessment, encompassing GHG emissions across the value chain
- Installed and rolled out PV plant in the Italian plant, covering a substantial share of its energy consumption
- Progressively transitioning to cardboard and recycled paper for packaging to limit plastic use

SOCIAL

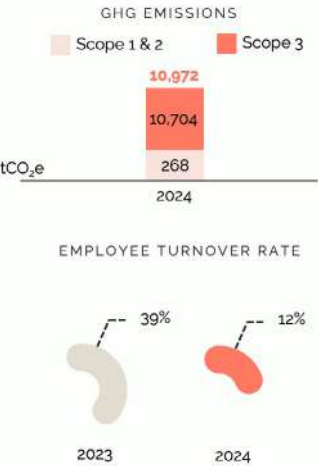
- Reduced employee turnover rate (12%), now outperforming industry average
- Introduced group-wide Employee Assistance Programme accessible to all staff through the employee benefit platform
- Completed the update of HR management system to streamline annual performance review, benefit plans and payroll

GOVERNANCE

- Maintained relevant quality and traceability certifications, including BRC Food, Non-GMO and USDA Organic
- Continued to enforce supplier code of conduct across all critical suppliers to ensure traceability and responsible procurement

(1) Deloitte, 2022; (2) McKinsey & Company, 2024; (3) Purdue University, 2023

CORE BUSINESS



DESCRIPTION: Digital360, a benefit corporation, is an Italian multinational company specializing in strategic advisory and consulting, technology solutions, marketing and communication services, supporting business and brand reputation. It partners with organizations and businesses, both public and private, with a multicultural and multidisciplinary team that integrates skills in the humanities, economics, technology, law, and organization, bringing together managers, entrepreneurs, and professionals from companies that have been in the market for over forty years. It is a unique centre of excellence in the sector, enabling clients to identify and adopt growth factors along the entire value chain and create synergy between different business functions within a shared strategic vision.

Digital360 is committed to creating cultural and social value alongside economic value and believes in generative relationships as a driver of change and continuous improvement. With its headquarters in Milan, Italy, it is present in 8 countries with 1,200 people. In 2024, Digital360 continued to execute its ambitious expansion plan via M&A and organic growth with an eye to establishing cross-group partnerships to maximise value add.

THEME

TRENDS

STRATEGY

Transparent communication and responsible advertising

While traditional advisory continues to grow at a steady low single digit, there are high growth niches such as ESG, PA, Cybersecurity and Compliance underpinned by favourable trends¹

The growing complexity of cyberspace is exacerbating cyber inequity, widening the gap between large and small organizations. Over a third of global SMEs believe that their cyber resilience is inadequate²

Sustainability has become a key feature of IT consulting strategies with traditional services now paired with support in achieving certifications, environmental compliance and corporate social responsibility approaches³

The group integrates dedicated entities specifically focused on strategic niches such as sustainability advisory, public administration efficiency and cybersecurity

Digital 360 advisory services include information & cybersecurity as a core area of action, focusing on security systems and regulatory compliance

Digital 360 is formally classified as a Benefit Corporation, aiming to promote digital innovation as a driver of sustainable and inclusive growth

ENVIRONMENTAL

- Improved, with Three Hills support, GHG emission accounting systems, including a more comprehensive monitoring of Scope 3 emissions
- Continued partnerships with non-profit organisations for the reuse of end-of-life IT equipment and computers
- Opened new headquarters in Milan, located in a BREEAM Gold certified building

SOCIAL

- Upgraded onboarding process for new joiners with specific sessions and welcome kit based on division and role
- Continued to promote ED&I across the group in line with the UNI/PdR 125:2022 standard. Female representation remained strong across all staff (52%) and management (40%)
- Strengthen partnership with local academic institution to support talent attraction, local employment and market research

GOVERNANCE

- Reported zero data breaches to the data protection authority in line with the GDPR regulation
- Maintained B Corporation status in line with Italian regulation
- Launched iSustainability, a new entity dedicated to offering sustainability advisory services and support the group's ESG strategy

INDUSTRY: Digital marketing & advisory services
DATE OF INVESTMENT: 2023
DEAL TYPE: Growth capital, Delisting
HQ: IT
EMPLOYEES: 1000+
SDG ALIGNMENT:

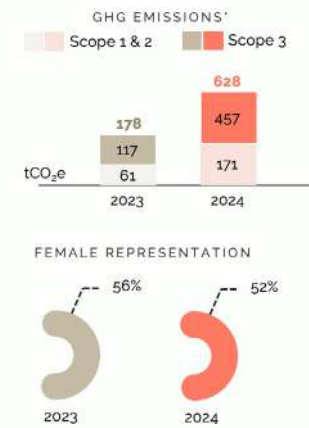


CORE BUSINESS

1600
Clients across multiple sectors in 8 countries worldwide

6
group companies that have achieved the ISO 27001 certification

1
Company fully dedicated to providing strategic sustainability advisory



DESCRIPTION: LCap is a UK specialist Leadership Advisory & Analytics firm that focuses on high-growth companies and private equity-backed businesses. The group has a global client base comprising of more than 160 investment funds and corporates. LCap goes to market through the following Brands: (i) DRAX, Leadership Advisory and Executive search for Private Equity, (ii) DRAX Affinity, Leadership Advisory and Executive search for Digital Leadership and (iii) Altus Partners: Leadership Advisory and Executive search for investment professionals and M&A specialists for funds and their investee companies.

In 2024, the group focused on developing its go-to-market strategy for digital and analytics solutions, leveraging the Leadership Dynamics and Pace platforms. LCap also invested in the upgrade of the group's technology platform to improve cybersecurity measures and client engagement.

THEME

TRENDS

STRATEGY

Access to quality jobs

New technologies have reshaped the recruitment industry, over a third of agencies are actively integrating or experimenting with Generative AI tools¹

Rising focus on diversity and inclusion and ESG skills will require recruiters to develop diversified talent pools to meet clients' demand²

Skilled-based hiring has gained momentum and is a key priority for employers. Over 90% of talent acquisition specialists link accurate skill assessment to quality of hires³

LCap launched two digital products (Leadership Dynamics and Pace) that supports clients in automating leadership evaluation, behavioural assessment and benchmarking

LCap's platform is designed to promote behavioural and physical diversity in leadership teams, evaluating all aspects of an individual that are material to their probability of success in a specific role

The group acts as both an insights and delivery partner, providing informed change when appropriate. This approach is complemented by specific capabilities in the field of highly skilled interim assignments

ENVIRONMENTAL

- Maintained group-wide environmental policy focused on energy consumption reduction, waste management and employee environmental awareness
- Kept promoting eco-friendly behaviour in group's offices, leveraging the "Green Office Process" shared with all employees

SOCIAL

- Implemented employee feedback survey that involved over 70% of staff. Overall satisfaction in 2024 was c. 68%
- Developed training matrix to identify training needs across divisions and implement tailored training plans
- Implemented internship programme to support organic growth and development of young talent

GOVERNANCE

- Introduced audit committee to oversee risk management activities, also focusing on material ESG risks for the group
- Finalised testing of upgraded IT security platform and continued to provide IT-related training sessions, leveraging the support of external provider. No data protection incidents were reported over the reporting period

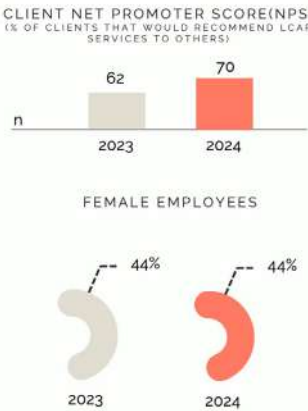
INDUSTRY: Analytics Consulting and Executive Search
DATE OF INVESTMENT: 2023
DEAL TYPE: Growth capital, Shareholder reorganisation
HQ: UK
EMPLOYEES: 130+
SDG ALIGNMENT:



CORE BUSINESS

CANDIDATE MANAGEMENT SYSTEM

1000+
Successful assignments across the Group



(1) Statista, 2024; (2) World Economic Forum, 2025; (3) Accenture, 2024

(1) Deloitte, 2024; (2) World Economic Forum, 2023; (3) LinkedIn, 2025

DESCRIPTION: Founded in 1981, La Bottega Group ("La Bottega") is leading manufacturer and supplier of amenities in the luxury and high-end hospitality market. The Company has a comprehensive hotel amenities offering, counting over 30,000 SKUs across wet amenities (i.e. cosmetics), textiles, slippers and accessories. Relying on over 700 professionals, La Bottega serves a customer base of 7,000 clients worldwide, focused on the higher end of the hospitality market.

Three Hills funding supported the partial exit of the previous investor, allowing the entrepreneur to gain control of the Company, and is being leveraged to boost the Group's M&A strategy. Since Three Hills investment, La Bottega completed two acquisitions, welcoming Vanity Group, a creative hub of innovative design, development, manufacturing and marketing of hospitality amenities headquartered in Australia and Palatino Hospitality, a Hong Kong-based expert in luxury hospitality Operating Supplies and Equipment ("OS&E") and design consulting

INDUSTRY: Hospitality services
DATE OF INVESTMENT: 2024
DEAL TYPE: Growth Capital, Shareholder reorganisation
HQ: IT
EMPLOYEES: 760+
SDG ALIGNMENT:



CORE BUSINESS

100% Recyclable

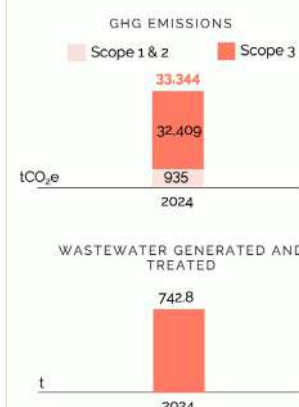
Cardboard, plastic film and wood used for packaging

ISO 14001

In place for main production company "La Cosmetica"

Ecovadis

Certification achieved at Group-level



THEME

Responsible production and sustainable material management

TRENDS

Sustainable materials use has become a priority for hotel chains that demand eco-friendly personal care products and zero-waste solution¹

The growth of the hospitality industry in Asia-Pacific and the Middle East, has boosted demand for high-end hotel amenities that meet the quality requirements of a more diversified client-base²

Personal care and tailored wellbeing experiences are a key differentiating factor for players in the high-end hospitality industry³

STRATEGY

La Bottega developed a full range of packaging and formulation solutions, offering reusable and 100% recycled options along with certified formulas

The Group relies on an M&A strategy that aims to strengthen the business local presence in emerging regions and ensure that regional demands are met

The Group works closely with over 50 global brands to provide bespoke products and ensure that latest wellbeing trends are captured

ENVIRONMENTAL

- Completed first Group-wide carbon assessment, encompassing GHG emissions across the value chain with TH support
- Continued to prioritise the use of recycled or recyclable materials for cosmetic packaging and dry amenities (e.g., 100% compostable slippers and 100% recycled PET)
- Implemented certified environmental management system for main production entity, ensuring monitoring of key metrics

SOCIAL

- Group company La Cosmetica implemented a Social Responsibility Management system, certified in line with the ISO 26001 standard
- Continued to foster gender balance across all group entities, achieving 51% female representation globally
- Provided employees with targeted training programmes focused on marketing & sales, IT and CRM

GOVERNANCE

- Kicked-off Group-wide update of sustainability strategy, aiming to introduce sustainability reporting, boost ESG governance and set multi-year targets
- Vanity Group achieved the B Corp certification as a testament of its legacy commitment to sustainable development
- Implemented anti-bribery and whistleblowing best practices across Italian operations

(1) Earth Changers, 2025; (2) Verified Market Reports, 2025; (3) McKinsey & Company, 2024

DESCRIPTION: Established in 2004 and headquartered in Madrid, TwentyFour Seven Group ("24.7") is a leading audiovisual production services company focused on premium advertising campaigns for global blue-chip brands (e.g., LVMH, Nike, Adidas). The company offers high-quality production services and post-production support with best-in-class execution, leveraging a growing global footprint with operations in eight countries across Europe and Latin America.

Three Hills' investment in 24.7 facilitates management regaining control for the next phase of growth and will bolster further international expansion, building on the company's proven track record of organic and inorganic growth. Business growth will be paired with the enhancement of the existing competitive advantage of scale, systems and skilled senior workforce, leveraging the support of Three Hills Value Creation Team.

INDUSTRY: Technology, Media & Telecoms
DATE OF INVESTMENT: 2024
DEAL TYPE: Growth capital, Shareholder reorganisation
HQ: SPAIN
EMPLOYEES: 170+
SDG ALIGNMENT:



CORE BUSINESS

100%

Production sets aligned with 24.7 Greenbook requirements

Supplier form

Filled out by 100% of critical suppliers, confirming ESG management systems implemented

ISO 27001

Certification achieved at group-level

THEME

Transparent communication and responsible advertising

TRENDS

Technological advancements and generative AI are reshaping content production, although the creative human touch is still linked to higher quality¹

Attraction and nurturing of creative talent represents a key differentiator within an industry context skewed towards consolidation and content standardisation²

As sustainability becomes a higher priority for brands and consumers alike, ad production is also evolving to meet these demands³

STRATEGY

24.7 pairs the expertise of dedicated creatives that support clients in concept design and production with technological development, also tapping into the e-commerce space

The group invests in nurturing its talents, offering technical training programmes focused on production and post-production skills as well as coaching sessions for senior roles

24.7 is progressively working on minimising project-level environmental footprint, reviewing material selection policies and waste management practices

ENVIRONMENTAL

- Implemented group-level Greenbook that formalises environmental commitments at company and project-level
- Prioritised the use of energy efficient equipment during shooting activities and LED lighting in all locations
- Continued to donate end-of-life equipment and props to local NGOs to foster reuse

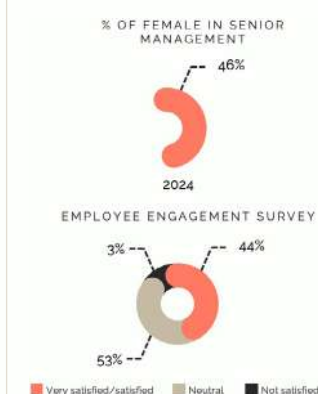
SOCIAL

- Developed and rolled out employee engagement survey, involving c. 100 employees. The survey will be re-run in 2025
- Continued to foster gender balance across all divisions (52%) and at management-level (46%)
- Developed robust training programme to foster talent development, including language courses, soft skills, production skills and leadership coaching

GOVERNANCE

- Kicked-off the internal processes for the achievement of the B Corp certification
- Nominated a dedicated Sustainability officer who focuses on designing and rolling out the group's ESG strategy
- Implemented supplier code of conduct to ensure alignment with 24.7 quality and sustainability commitments during project roll out

(1) Harvard Business Review, 2022; (2) World Economic Forum, 2024; (3) McKinsey & Company, 2023



DESCRIPTION: Groupack is the majority shareholder of Mech-I-Tronic, an industrial holding company pursuing a buy-and-build initiative in the fragmented European packaging machinery industry. The group has over 75 years of in the manufacturing of specialist packaging machines, addressing most of the end-to-end packaging process from design and assembly to distribution. The group combines deep mechanical expertise, systems integration capabilities, and advanced software solutions to serve highly attractive sectors, with diversification across pharmaceuticals, beauty, and food. As of today, the group comprises of six companies across Italy and France, allowing for a robust coverage of the packaging value chain.

Three Hills will support Mech-I-Tronic experienced management team in pursuing strategic M&A initiatives to improve horizontal integration, as well as geographical and end market diversification. Value creation objectives also include improving integration across the group, whilst continuing to empower entrepreneurs at the operational level.

THEME

TRENDS

STRATEGY

Responsible production and technological development

Clients of industrial product manufacturing companies are maintaining their commitments to the adoption of clean technologies to meet emission reduction and material use goals¹

Implementation of robotics, automation and digitalisation solutions is key to ensure production quality, safety and efficiency. AI is also being progressively integrated to automate complex tasks, optimize design processes²

Industrial players are focusing on building more resilient supply chains to mitigate disruptions and ensure consistent operations¹

Mech-I-Tronic suite of machine solutions includes options specifically designed for the use of recycled materials. The group constantly strive to improve the energy efficiency of its machines

The group invested is automating several production processes to enhance H&S management and quality. Relevant management systems are also in place across the group

Mech-I-Tronic focused on mitigating supply chain management risks through vertical integration of key operations and selection of critical suppliers in the EU

ENVIRONMENTAL

- Implemented systems to track key environmental metrics across all group's entities, including energy consumption, water use and waste generation
- Installed on-site renewable energy capacity in four out of six entities
- Achieved ISO 14001 certification for largest production facility

SOCIAL

- Adopted robust health & safety management systems across all group's entities. Over the last 12 months the group reported 20 workplace accidents
- Implemented ISO 9001 certified quality management systems for four out of six entities
- Achieved lower than industry average employee churn rate (c. 8%), testifying strong employee engagement practices

GOVERNANCE

- Formalised codes of ethics across all group's entities along with whistleblowing channels
- Integrated ESG-related risks into existing risk management frameworks, focusing on environmental compliance and H&S
- Reported zero data breaches over the last 12 months. All group's entities have implemented systems to ensure GDPR compliance

(1) Deloitte, 2024; (2) McKinsey & Company, 2023

INDUSTRY: Niche manufacturing
DATE OF INVESTMENT: 2025
DEAL TYPE: Growth Capital
HQ: IT
EMPLOYEES: 660+
SDG ALIGNMENT:

CORE BUSINESS

EMS
 Environmental management systems implemented across all legal entities

Over 40%
 group's energy demand covered by renewables

Metric	2024 Value
GHG EMISSIONS (SCOPE 1 AND 2)*	1.157 tCO ₂ eq
WASTE GENERATED	4773 t

* Scope of GHG emissions is limited to group's legal entity Bettinelli SpA

40

SUSTAINABILITY REPORT 2024

THCS III PORTFOLIO

RESULTS OF ESG ASSESSMENT

For the fifth consecutive year, we are proud to share the ESG progress that THCS III portfolio has made over the course of the last reporting period. As the investment period reaches its full maturity, in 2024, we have focused on consolidating the ESG-related initiatives implemented in previous years and, where applicable, engaging with management teams to support sustainability-related exit strategies. Three Hills continued to develop the relationship with existing management teams and entrepreneurs and double down on driving ESG best practices across the portfolio.

As for 2024, all material ESG data was gathered through our ESG survey which included all portfolio companies within THCS III, with data captured in line with the respective company's FY24 year-end. Notably, we are happy to report that, for the first year, we have carried out a comprehensive ESG assessment of **THE WILDE**, having the business kicked-off operations in Milan in Q4 2024.

As further illustrated on the current facing page, ESG progresses were related to both the formalisation of commitments through appropriate policies and the implementation of initiatives to effectively tackle material ESG issues. We elected to report comparative data with reference to the previous reporting period and to 2019, in order to give an overview of how portfolio's performance has improved since inception.

In 2024, sustainability engagement efforts have been equally distributed among social and environmental initiatives, focusing on material issues for our companies and their stakeholders. For instance, portfolio company **GOAL SYSTEMS**, a Spanish software provider for mass transit players, carried out a comprehensive review of its employee engagement system, introducing initiatives to foster work-life balance while contributing to local community support and rolling out an updated climate survey that involved all staff. Such initiatives were paired with the development of a training curriculum dedicated to language courses and soft skills. UK environmental services provider, **RECYCLING LIVES**

SERVICES, worked on reducing the environmental impact of its direct and indirect operations, having switched to green gas supply and rolled-out a supplier code of conduct that will be progressively extended to all critical suppliers. At the same time, the business continued to give back to the local community, generating over £40m of social value through the Recycling Lives Charity. **IMS**, a UK-based vehicle telematics company, further strived to meet its 2030 target to reduce Scope 1 and 2 GHG emissions by 60%, having achieved a reduction of c. 300 tonnes of CO2 over the last year. The company also focused on nurturing client engagement, having hosted the first IMS Connect event to discuss industry insights and upcoming product features. **THE WILDE**, developer and operator of member clubs, implemented a system to track the environmental impact of the newly opened club in Milan, tracking energy consumption, water use and waste generation across all operations. On the social-side, the business is progressively rolling out its employee management and development plan, focusing on training and policy implementation. Finally, healthcare software provider, **DEDALUS** finalised the drafting of its first sustainability report in line with the updated ESRS standards and the EU Taxonomy, promoting regulatory compliance and ESG data transparency.

Three Hills will continue to support entrepreneurs and management teams to ensure continuous progress during the ESG journey of THCS III portfolio companies. As our Value Creation Team grows in size and competencies, we are striving to provide strategic guidance to drive business growth from all perspectives.



3. SUSTAINABILITY AT FIRM LEVEL

It has been a positive year for the Three Hills community. The following section shares some of the social, environmental and governance changes we have driven forward across the Firm, as well as our charitable initiatives supported by the Firm's foundation.

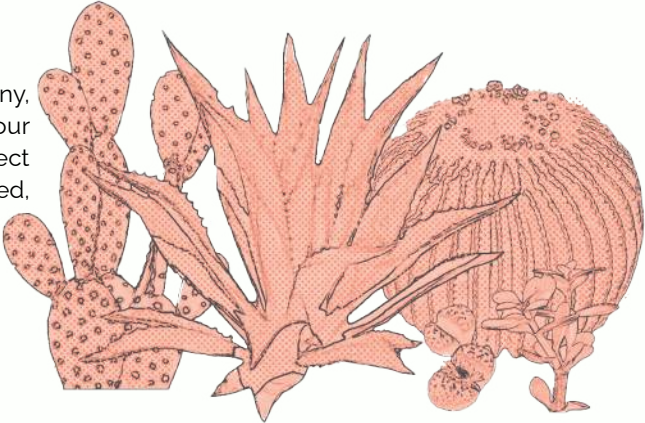


THREE HILLS

FIRM-LEVEL UPDATES

CARBON OFFSETTING

Since 2019, we have worked with our legacy portfolio company, ACT, a leader in environmental certificate trading, to retire our energy consumption and business travel. This represents a direct and quantifiable impact on climate change mitigation, monitored, verified and certified.



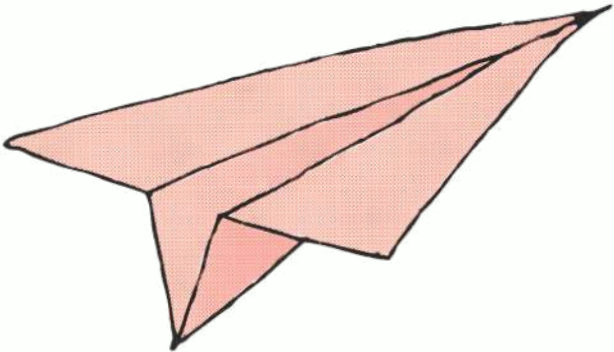
ENVIRONMENTAL

RENEWABLE ENERGY

In addition to our carbon reduction efforts, in 2024, we focused on tackling the carbon footprint of our Milan office through the purchase of certified energy from renewable sources. Such efforts build upon the work done for our London headquarters where 100% of purchased electricity was certified by the Carbon Trust and met the GHG Protocol Scope 2 Guidance Quality Criteria for the second consecutive year.

SUSTAINABLE OPERATIONS

We are committed to the responsible use of materials across all offices and limit the environmental footprint of our travels. We continued our efforts to improve travel policies, recycling practices and going paperless on a day-to-day basis (for example during our annual performance review). In 2024, 100% of our office waste was diverted from landfill and destined to recycling.



TALENT MANGEMENT AND DEVELOPMENT

All employees are involved in yearly learning and development plans, featuring courses and workshops with industry experts. In 2024, we organised four workshops focused on accountability, time management & working flow, productivity and resilience.

SOCIAL

EMPLOYEE WELLBEING

In 2024, we have kicked off a series of corporate talks aimed to foster work-life balance and office engagement. The first webinar focused on navigating work and parenthood and will be followed by more talks in 2025. The HR Team also implemented a "Who's Who Book" where all employee can learn more about their colleagues, their interests and fun stories. In parallel, we maintained the global Employee Assistance Programme, featuring a confidential platform available for all regions which offers access to counselling services on health & lifestyle, work & home life, legal information, and financial guidance. Additionally, we continued to offer access to gym memberships, yoga classes and massages as firm believers in the priority of employee wellbeing.

DIVERSITY & INCLUSION

We strongly believe that a diverse working environment fosters personal and professional growth, also supporting business success. Three Hills employees represent over 15 nationalities, and we strive to keep a stable gender balance (48% of employees are women). Important steps have been made also at senior leadership level, reaching a sizable women representation of 46%. Additionally, in 2024 we organised a dedicated workshop focused on DE&I and provided all staff with an inbox to anonymously share concerns or areas of improvement.

OUR B CORPORATION (B CORP) CERTIFICATION

In December 2022, the Firm achieved the B Corp certification, joining a select group of companies reinventing business as a force for good by pursuing profit with purpose. The B Corp certification is a recognition of a company's high ESG standards, placing equal levels of importance on all stakeholders. Our efforts were awarded with an impressive result of 126 points, placing the Firm in the top performing B Corps within its segment. Notably, 2025 marks our third year as a B Corp and the beginning of our first re-certification period. We will share the outcome of the re-certification process in next year's Sustainability Report.

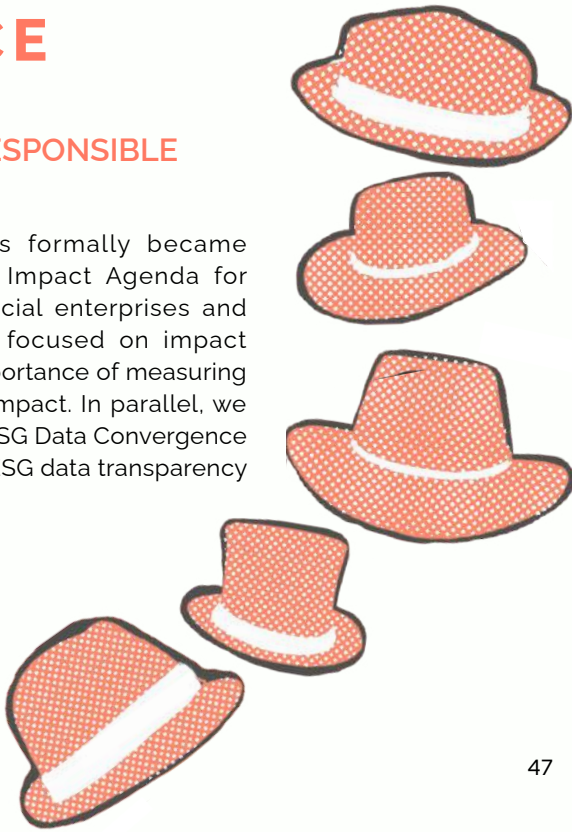
GOVERNANCE

SUSTAINABILITY GOVERNANCE

In the last reporting period we finalised the internalisation of the Alternative Fund Manager. Starting January 2025, all funds are managed from our Three Hills offices under the AIFM regulation. The transition marks a pivotal step for Three Hills and will promote more robust fund management across all strategies.

COMMITMENT TO RESPONSIBLE INVESTMENT

In late 2024, Three Hills formally became a member of the Social Impact Agenda for Italy, uniting investors, social enterprises and philanthropic institutions focused on impact integrity - including the importance of measuring environmental and social impact. In parallel, we officially signed up for the ESG Data Convergence Initiative (EDCI) to support ESG data transparency across the industry.



EDUCATION IS THE SINGLE MOST POWERFUL TOOL TO EMPOWER FUTURE GENERATIONS TO DRIVE POSITIVE DEVELOPMENT, OVERCOME INEQUALITY AND IMPROVE SOCIAL MOBILITY.

NTMY'S GOAL IS TO PROMOTE EDUCATION TO GUARANTEE SAME OPPORTUNITIES FOR ALL AND ENHANCE THEIR POSSIBILITIES FOR CHANGE.

NTMY foundation is the non-profit charitable organisation managed by Three Hills. Its mission is to improve access to education, remove barriers to learning, guarantee equal opportunities for all and enhance possibilities for change – in a nutshell **TO CUT THE GAP**. We believe in education as a force for good, and our goal is to bring young people together, regardless of their background, contributing to personal development and improving life chances.

TH supports NTMY through a dedicated social programme operated in partnership with the Firm's close advisors thanks to voluntary contributions. We always match any donations received. By being part of the Three Hills umbrella, NTMY benefits from dedicate resources and a solid growth platform to achieve a meaningful impact.

For Three Hills, quality education not only represents an investment theme, but we also firmly believe that it is a powerful tool to generate meaningful social impact and give back to our community. Our platform is well placed to deliver education outcomes in multiple locations, addressing a wide range of stakeholders and backgrounds.

NTMY PROJECTS

Over the last 6 years, NTMY developed its global footprint through both independent initiatives and partnerships with peer organisations. Positive educational outcomes were achieved through the following initiatives:

- **NTMY Lab (Italy):** NTMY Lab is committed to empowering schools in underserved and peripheral areas by offering a rich and inclusive program of extracurricular activities and academic support. From homework help to music, theatre, filmmaking, art, and English, the initiative fosters both personal and educational growth. Typically activities are held in the afternoon 2/3 afternoons a week across the entire academic year, strengthening the overall educational offering. This sustained effort not only improves students' academic outcomes and soft skills, but also enhances the school's appeal to families and future students by promoting a more dynamic, inclusive, and open learning environment.
- **Access Aspiration (UK):** NTMY's support is helping to provide young Londoners with new skills and network to improve their access into work at a point in their life when they are making crucial decisions about their future. Since 2020, **over 3,000 students** were enrolled in the programme and 93% of them reported an increase in their awareness of career options
- **Tuendalee (Kenya):** The objective of Tuendalee is to build partnerships in education by linking in-need students with potential donors, universities with talented students and employers with qualified students. NTMY contributions has funded full school fees for **7 talented students**
- **Stitching Cooperatiekring Amsterdam (Netherlands):** SCA supports local charity initiatives that bridge the socio-economic gap for children. NTMY's support of SCA is concentrated on two key projects: i) homework support for kids and ii) coaching and educational support for young girls from disadvantaged backgrounds. To date, the initiative involved **over 1,400 kids**.



€1.5m

Funds raised by NTMY since incorporation



250k

Raised in 2024 across all projects



Over 50

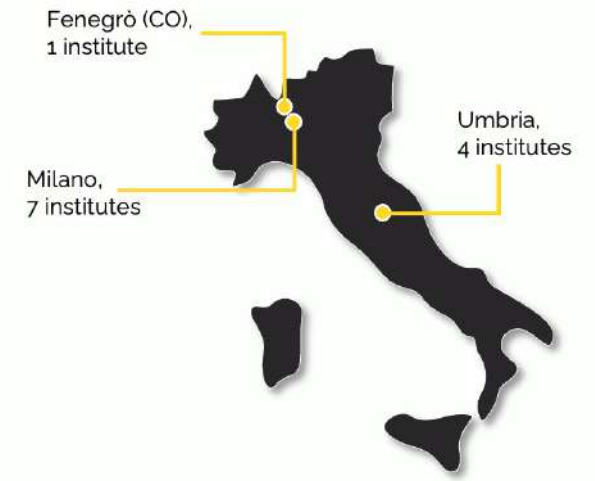
Professionals involved in NTMY activities

SPOTLIGHT NTMY LAB

NTMY Lab is a project launched in 2020, **tailored for students in primary and middle school**, where differences in socio-cultural backgrounds blend with other dynamics typical of preadolescence, such as bullying or racism with ethnic or sexual undertones, which can lead to early school dropout. This translates into a greater risk of social exclusion, unhealthy behaviours, unemployment and potential involvement in criminal activities.

The core of NTMY Lab is to offer complementary educational activities through academic and extracurricular workshops (sports, music, art, English), entirely funded by NTMY. These workshops, usually held in the afternoon within school facilities, are coordinated by professional educators under the supervision of school teachers. Thanks to the experience of our educators, and an integrated approach between curricular and extracurricular activities, **NTMY Lab** provides structured and ongoing support to students experiencing emotional, social, or academic difficulties, by often enabling early detection of distress and helping students develop soft skills, confidence, and a sense of belonging. The impact is measurable: improved well-being in the classroom, reduced school dropout rates, and increased empathy and participation across the entire school community.

Since its launch in 2020 in Fenegro, NTMY has grown significantly, reaching 12 schools for the 2024/2025 academic year, also by forming a strong partnership with the City of Milan aiming at building an inclusive, collaborative educational community.



ISSUES ADDRESSED

- School dropout and educational vulnerability
- Motor disabilities, autism and mental health conditions
- Cultural barriers and integration of foreign students
- Isolation and bullying



From 1 to 12

Locations included in NTMY Lab programmes since 2020



Over 1,200

Kids aged between 5 and 15 reached by NTMY Lab in 2024



Over 3000

Hours of extracurricular activities delivered in 2024

Our laboratories

- ART AND CRAFT

To unleash creativity and explore artistic side, children can learn to paint, draw, and create even simple artifacts

- THEATRE AND CINEMA

To enhance musical abilities, learn to play an instrument, sing, and compose music

- SCIENCE LABORATORIES

To broaden scientific curiosity and explore the world, children can learn to conduct experiments and build models

- SPORT LABORATORIES

To explore and strengthen their athletic side. NTMY in Milan collaborates with the Fondazione Milan, which is entrusted with teaching football, basketball, volleyball, and others

- ENGLISH LABORATORIES

To learn English through games, communication and fun activities

30 WEEKS PER YEAR AND 1-2 MEETINGS PER WEEK

THREE HILLS

Three Hills is an established asset management platform providing bespoke capital solutions in Europe and North America through dedicated investment strategies. We want to thank our management teams, partners and investors in the funds we manage, without whom none of this would be possible.

If you are interested in getting in touch with us, please send an email to: INVESTORS@THREEHILLS.COM

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