

THREE HILLS



SUSTAIN- ABILITY REPORT

2025/2026

1. BUILDING BETTER BUSINESSES

Welcome	05
About Three Hills	06
Highlights and Year in Review	08
Looking Ahead	12

2. SUSTAINABILITY AT FUND LEVEL

Our Approach to Sustainability	16
Sustainability in the Investment Cycle	18
Value Creation	20
Portfolio Sustainability Performance	22

3. SUSTAINABILITY AT FIRM LEVEL

Three Hills Firm-Level Updates	46
Powered by People: A Three Hills Podcast	48
Our Foundation	50





1. BUILDING BETTER BUSINESSES

"We have the opportunity to build capacity in what we think are our shared values and adjust our approach towards how we contribute to sustainable development as we regroup in times of political change"

Mauro Moretti
Founder & CEO
June 2026

WELCOME TO OUR 2025/2026 SUSTAINABILITY REPORT

Welcome to our Sustainability Report

After almost 80 years of a rules-based order, this year has revealed what it means to be exposed to power politics. The deepening divisions are reshaping international relations, and governance frameworks appear ill-equipped to address the challenges we collectively face – escalation of conflicts, supply chain disruptions, extreme weather events, and dissemination of technology accelerating the spread of false or misleading information. The data from the World Economic Forum on global risks confirms that there is no time to wait to address some of the most urgent needs and experts worldwide have mounting concerns on economic, social, and environmental risks.

Whilst this poses significant short- and long-term challenges, it does not mean we have to go along and wait for the old order to be restored. It is an opportunity to build capacity in what we think are our shared values and adjust our approach towards how we contribute to sustainable development as we regroup in times of political change.

This theme of continuous growth and ambition to learn how to build further stepping stones is reflected in this year's report illustrations, kindly prepared by our future generations, the children of Three Hills' employees across our multiple offices.

Within the everchanging geopolitical dynamics, we continued to scale and nurture our existing sustainability strategies. Three Hills Capital Solutions (THCS), an Article 8 strategy under the European Sustainable Finance Disclosure Regulation (SFDR), welcomed two new portfolio companies: Mechatronic, a European leader in packaging machinery, and Socomore, a global leader in surface treatment solutions for the aerospace and industrial sectors. Three Hills Impact, our lower mid-market impact investment strategy and an Article 9 product under the SFDR, continued to expand its portfolio across its core thematic pillars

of People, Planet and Progress. During the period, commitments were made to Sinewave, a UK provider of grid connection solutions for EV and renewable infrastructure; Smartbox, a provider of augmentative and alternative communication technology; Les Secrets de Loly, a French haircare brand specialising in textured hair; and ISFA, a Spanish developer of resource-efficient almond orchards. These companies joined existing portfolio businesses Hispatec and Operam Education. Further information on our portfolio companies can be found on page 24.

At firm level, we are extremely pleased to have renewed our B Corporation status, reaffirming our place among a select group of companies reinventing business as a force for good by pursuing profit with purpose. A recognition of a company's high ESG standards, our efforts were awarded with an impressive result of 134.5 points (with 80 points required for certification), placing the Firm in the top-performing B Corps within its segment. Finally and importantly, with the strategic minority investment by British Columbia Investment Management Corporation (BCI) into Three Hills, the Firm can pursue its long-term growth plan and its commitment to building an even stronger and more diversified platform across Europe and North America, with sustainability as a key pillar.

With this, we leave you to explore our latest report and, as always, are grateful for your feedback.

Mauro Moretti
Founder & CEO



ABOUT THREE HILLS

Founded in 2013, Three Hills (the "Firm") is an established asset management platform providing bespoke capital solutions in Europe and North America through dedicated investment strategies. 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.

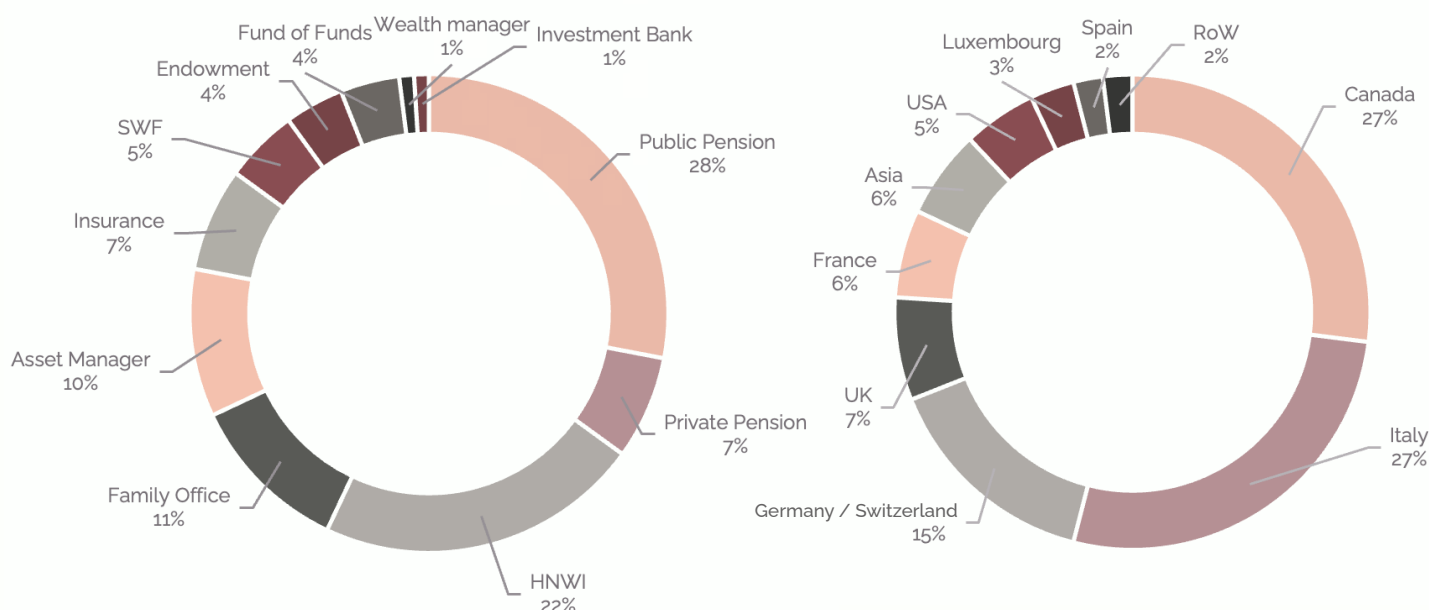
Three Hills currently manages €3.3 billion of assets across three strategies: Capital Solutions, Impact and Credit Opportunities, having established itself as a reference provider of structured capital solutions in Europe.

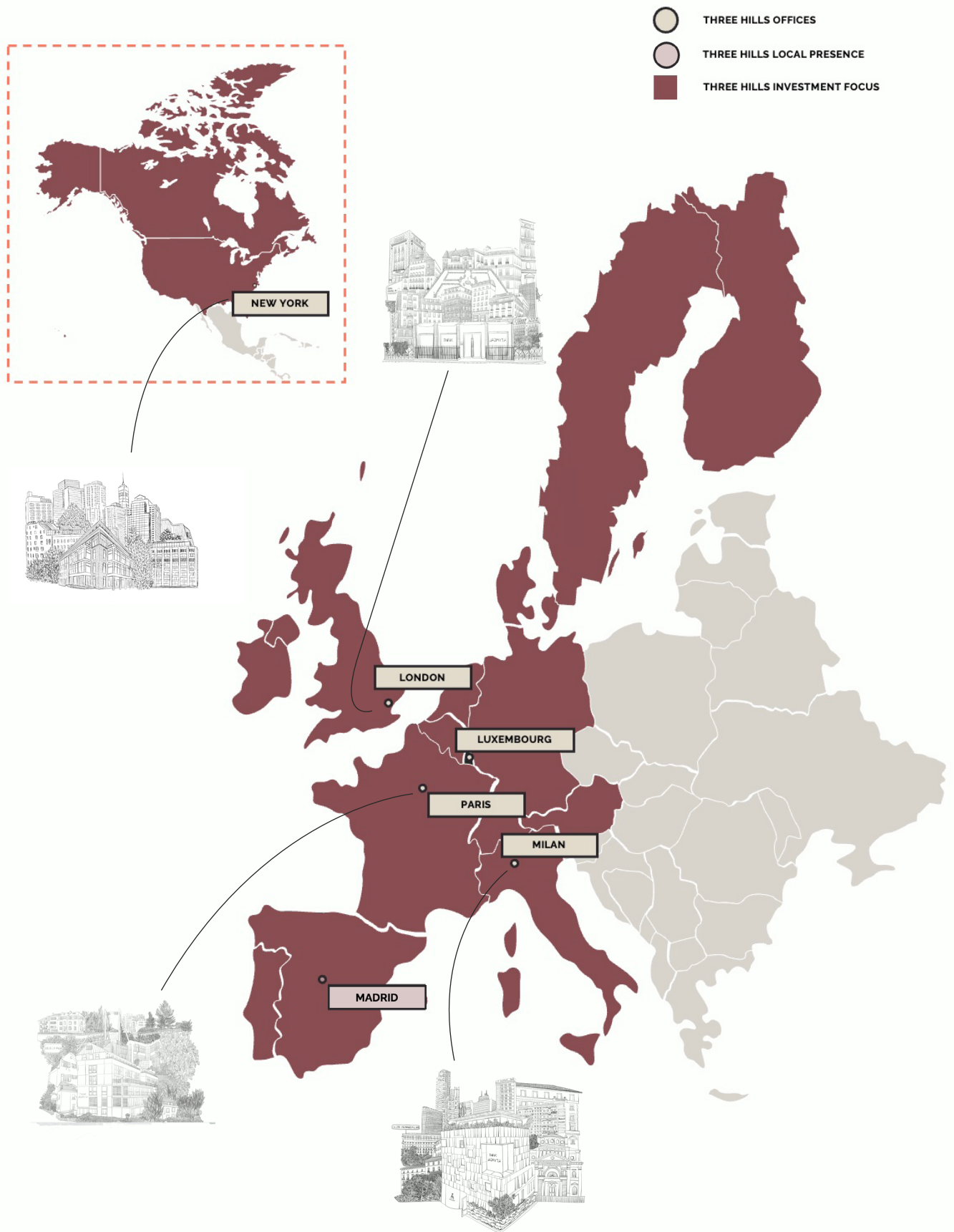
The Firm offers financing solutions to mid-market companies, utilising a full spectrum of downside-protected capital solutions ranging from senior debt to preferred equity, helping to unlock the businesses' full potential, whilst allowing entrepreneurs and management teams to retain control over their companies.

Three Hills partners with entrepreneurs and management teams to support long-term growth and development. Through a hands-on approach, the firm works alongside portfolio companies on strategic initiatives, including acquisitions, operational enhancement, and international expansion. The Firm has evolved considerably since inception, growing from four employees to over 65 professionals operating across offices in London, Milan, Luxembourg, New York, Madrid and Paris.

Three Hills' investor base counts a wide pool of 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, demonstrating continuity in Three Hills' investor base across its structured capital solutions.

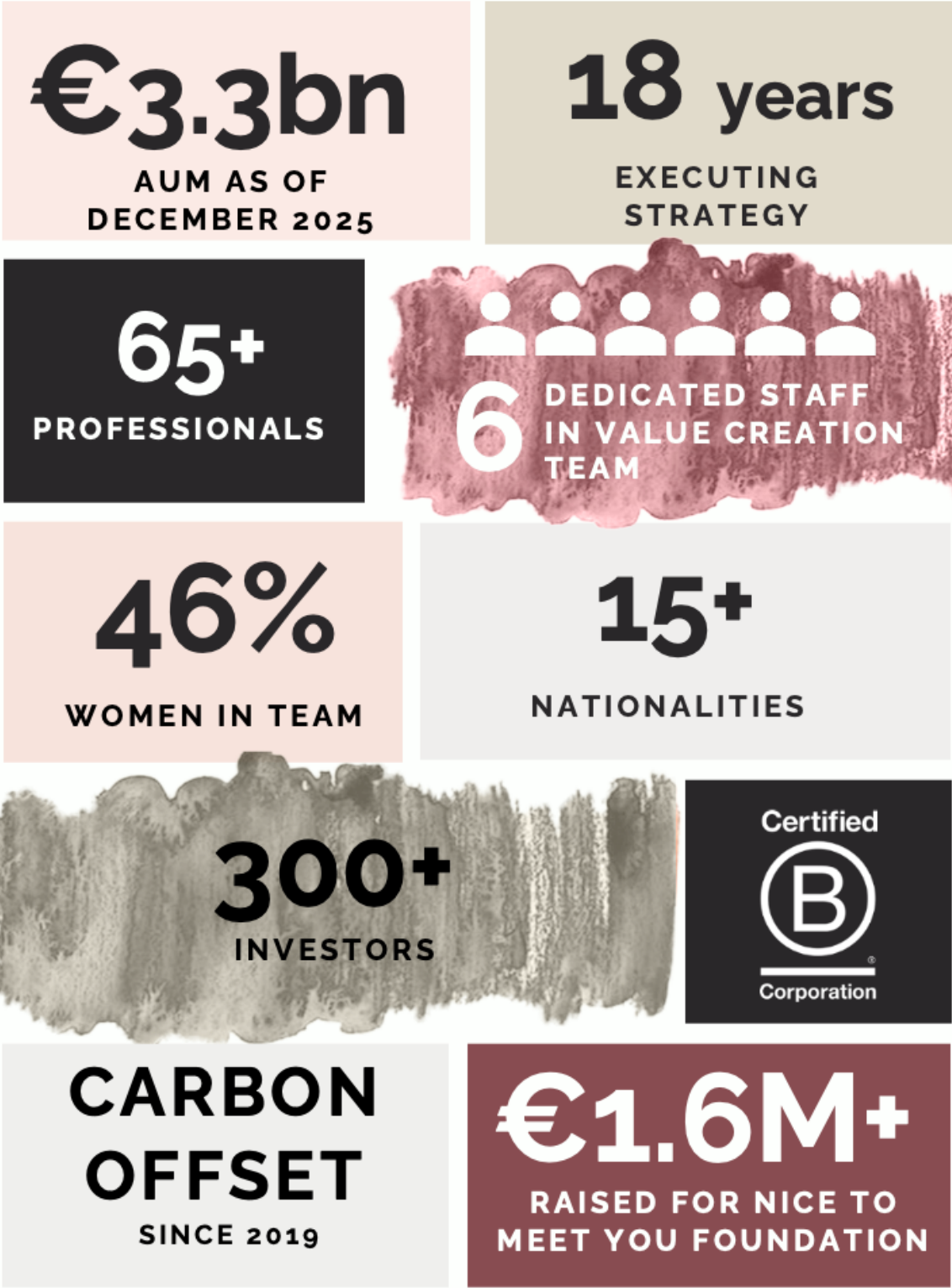
CURRENT THREE HILLS INVESTOR TYPE AND GEOGRAPHY





HIGHLIGHTS 2025/2026

FIRM HIGHLIGHTS



PORTFOLIO HIGHLIGHTS

25+

PORTFOLIO
COMPANIES

24,000+

EMPLOYEES SUPPORTED

83%

PORTFOLIO COMPANIES
IMPLEMENTING SKILLS
DEVELOPMENT PLANS

75%

PORTFOLIO COMPANIES
IMPLEMENTING ENERGY
EFFICIENCY INITIATIVES

71%

PORTFOLIO COMPANIES
MEASURING GHG
EMISSIONS

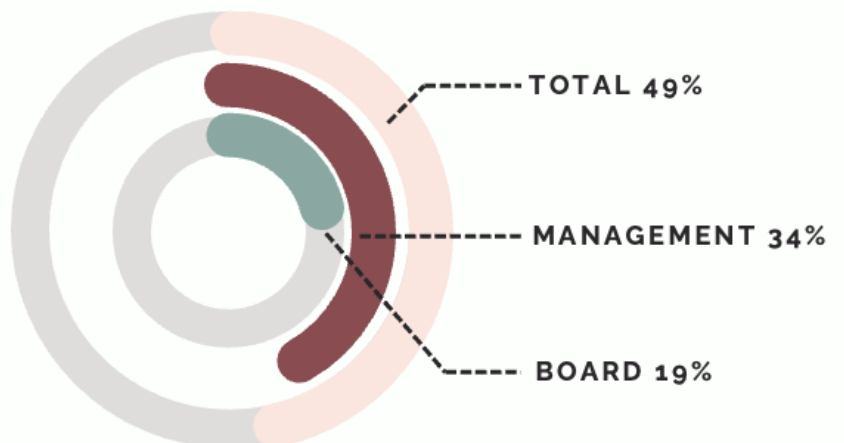
83%

PORTFOLIO COMPANIES
WITH ESG GOVERNANCE
OVERSIGHT

96%

PORTFOLIO
COMPANIES WITH
EMPLOYEE
WELLBEING PLAN

% OF FEMALE REPRESENTATION



YEAR IN REVIEW

THREE HILLS WELCOMES BCI IN ITS SHAREHOLDER STRUCTURE

BCI's strategic minority investment will support Three Hills' growth trajectory, with the capital primarily allocated towards funding new strategic initiatives

TIM POINTER RANKED #1 ON HR MAGAZINE'S 2025 HR MOST INFLUENTIAL LIST

Reflecting his continued leadership and innovation in the HR field



JULY



ARRIVAL OF FRED KINSMAN

Joined as Investment Director in the London office



ARRIVAL OF XAVIER BAYROU

Joined as Investment Manager in the Paris office

SEPTEMBER



THREE HILLS RECEIVES UNPRI SCORE

Improving last year performance and achieving an average of 94.6/100 points across all applicable modules

THREE HILLS ESG & SUSTAINABILITY TEAM INVOLVED IN EXECUTIVE PROGRAMMES

Third consecutive year partnering with Tiresia, research centre for impact, innovation and entrepreneurship, including joint market research projects

NOVEMBER

2 0 2 5

AUGUST

INVESTMENT IN SINEWAVE WITH TH IMPACT STRATEGY

A leading UK grid connection provider for EV charging and renewable infrastructure



OCTOBER

INVESTMENT IN SOCOMORE WITH TH CAPITAL SOLUTIONS STRATEGY

A French-headquartered global leader in high-performance surface treatment solutions for the aerospace industry



LAUNCH OF POWERED BY PEOPLE – A THREE HILLS BUSINESS PODCAST

Hosted by Tim Pointer, bringing together voices from iconic organisations to talk about culture, leadership and people strategy (see page 48 for more detail)

DECEMBER

THREE HILLS ACHIEVED B CORP RECERTIFICATION

Improving the B Impact Score from 126 to 134.5 and reinforcing its commitment to pairing business with purpose





INVESTMENT IN SMARTBOX WITH TH IMPACT STRATEGY

A market-leading provider of augmentative and alternative communication (AAC) technology

INVESTMENT IN PARKINGO WITH TH CREDIT STRATEGY

An Italy-based long-term off-airport parking management company

JANUARY



INVESTMENT IN ISFA WITH TH IMPACT STRATEGY

A Spain-based provider of resource efficient, vertically integrated almond cultivation systems

TH CASE STUDY FEATURED IN THE CFA CERTIFICATE IN IMPACT INVESTING

Showcasing Three Hills' approach as a benchmark example for practitioners and learners in the impact investing field

MARCH

2 0 2 6

FEBRUARY

INVESTMENT IN LES SECRETS DE LOLY WITH TH IMPACT STRATEGY

A provider of a natural haircare solutions for underserved consumers with textured hair



MAY

ARRIVAL OF ALESSANDRO GONELLA

Joined as Investment Managing Director to further consolidate Three Hills' presence in the French and Italian markets



Date of new investment activity reflects the date of announcement and not the date of the final transaction closing

LOOKING AHEAD

Since we have been publishing this report back in 2020, the only constant in the geopolitical and broadening operating environment landscape has been change. Whilst we have not stood still this year to adapt and gear towards achieving our targets, we have not altered the foundation of our belief in building future-proof businesses and approaching sustainability as a driver of long-term positive outcomes. We believe that a clear sense of purpose, supported by practical methodologies and tools, enables organisations to navigate uncertainty and create lasting value for their stakeholders. This is why going forward we will focus on the following initiatives.

Firstly, consolidating our portfolio-wide approach. Over the past couple of years we have worked significantly at improving how we gather, assess and communicate performance and sustainability information across our strategies. To that end for example, we have put in place better and more standardised carbon measurement approaches – particularly for businesses that have significant carbon footprints or long value chains, to support them on their decarbonisation and climate risk management efforts. Likewise, we are transferring lessons learned to our Credit Opportunities strategy to embed some of the key ESG principles and collect material data.

We also look forward to continuing our focus on the progress of our impact strategy. The team has the opportunity to leverage innovative and creative origination lenses to source purpose-led businesses by identifying key social and/or environmental needs that can be addressed with our support. This work will be supported by outcome and sector analysis carried out in partnership with Tiresia, the research hub on impact investing and a spin-off of the Politecnico di Milano, Italy's largest science- and technology-focused university.

Lastly, at firm level, we will continue to play our part in supporting the shaping of the impact investment market across Europe – especially in geographies that are at the beginning of building a relevant ecosystem. For example, in Italy we have increased our engagement with the Italian steering group on impact investing, the Social Impact Agenda for Italy, providing regular insights from our experience as practitioners in the field to share learnings about what works and what does not. More broadly, we are also awaiting significant regulatory changes to the European Sustainable Finance Disclosure Regulation – SFDR 2.0 – in the coming year and we believe that a simplified disclosure mandate will bring new momentum to the market, further shifting the focus towards achieving sustainability outcomes.



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 TH Impact Strategy, as well as TH Capital Solutions portfolio results based on the 2025 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 portfolio companies achieve sustainable growth, 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 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), creates true long-lasting success. It can lead to stronger brands and pricing power, greater operational efficiencies, lower costs, greater employee satisfaction, productivity and reduced exposure to regulatory risk. Given our investment approach, which tends to take minority positions in our portfolio companies, strong alignment and collaborative partnerships with entrepreneurs are

central to our target of achieving positive sustainable outcomes. As hands on partners, we take an active role on the board and support our businesses with our extensive network, guidance, and our in-house ESG & Sustainability and Value Creation teams to drive growth plans.

With reference to our recently launched Credit Opportunities strategy, over the last 12 months, we strived to implement a portfolio-wide ESG approach to ensure robust risk management and positive growth. Due to the credit nature of the investment strategy, we focused on enhancing our materiality assessment methodology, further leveraging insights from established frameworks such as the SASB Materiality Map. In parallel, we are exploring additional tools to promote sustainability also in organisations where Three Hills may have a less pronounced active, hands-on approach.

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' Sustainability Survey, introduced in 2019 with the support of external sustainability consultants. The Sustainability Survey is reviewed annually to ensure

alignment with relevant industry frameworks and materiality assessment approaches.

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. In 2025, the annual sustainability training session focused on providing insights on the impact & ESG investing ecosystem, showcasing responsible investment approaches in private debt strategies and refreshing current and expected regulatory requirements.

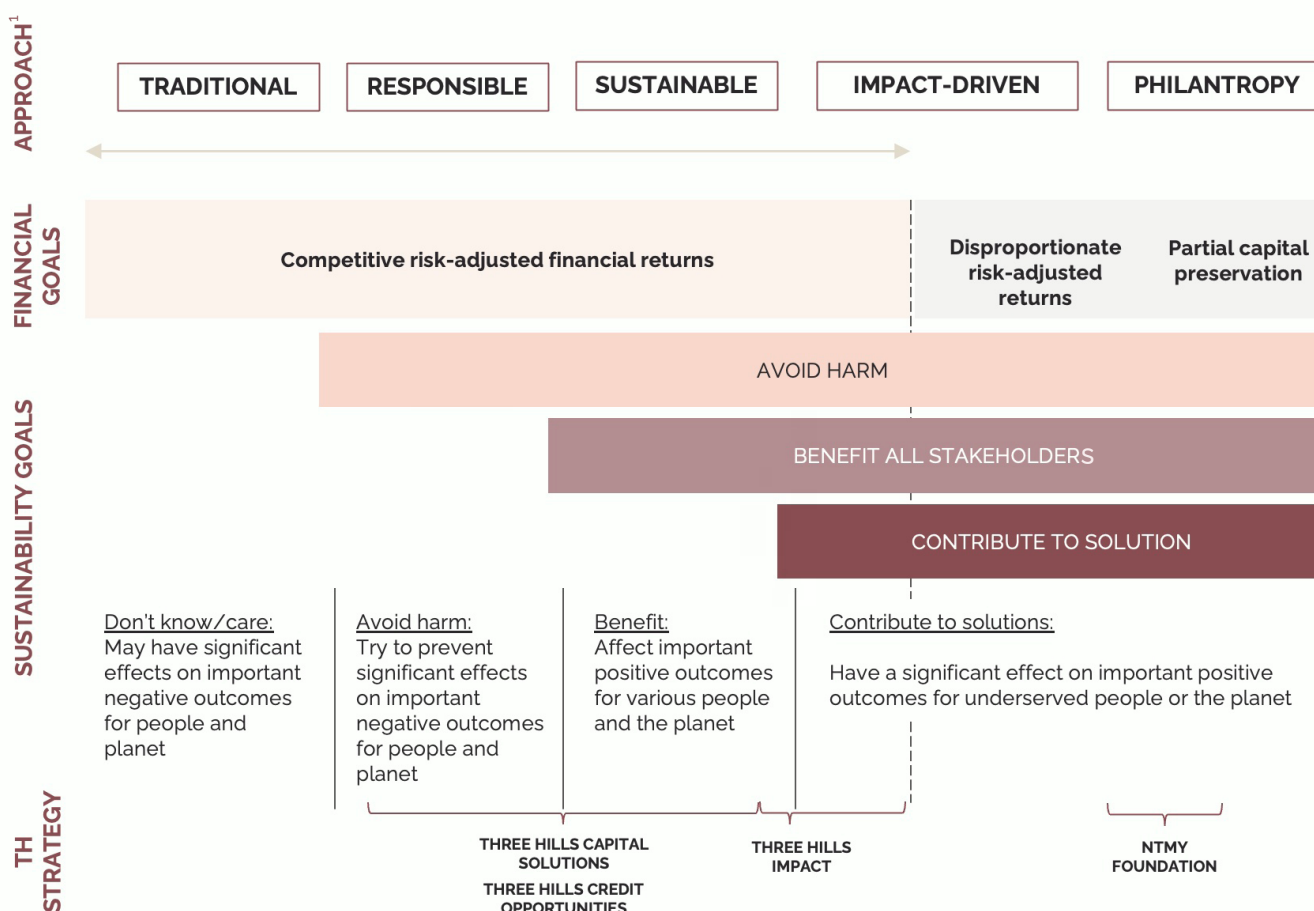
We look forward to the next reporting window to continue showcasing progress and further refine our framework.

OUR PRODUCTS AND THE SPECTRUM OF CAPITAL

Our approach is tailor-made considering the type of organisations we typically partner with and, most importantly, the relevant Three Hills strategy. More specifically:

- **THREE HILLS CAPITAL SOLUTIONS:** 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 strategy promotes environmental and social characteristics in accordance with Article 8 of the EU SFDR and uses the UN SDGs as a lens to identify material sustainability topics that guide our active management efforts.
- **THREE HILLS IMPACT:** 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. We use thematic goals aligned to the UN SDGs and leverage an impact management and measurement approach integrated in all investment stages. Notably, Three Hills' ESG & Sustainability team actively engages with management teams since the early stages to develop the impact thesis and identify tailored metrics to assess the positive outcomes generated.
- **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 often less active, hands-on nature of the investment strategy, we refined 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) 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 ESG & Sustainability team, the Investment team is responsible for ensuring that material sustainability factors are fully integrated into the investment analysis.

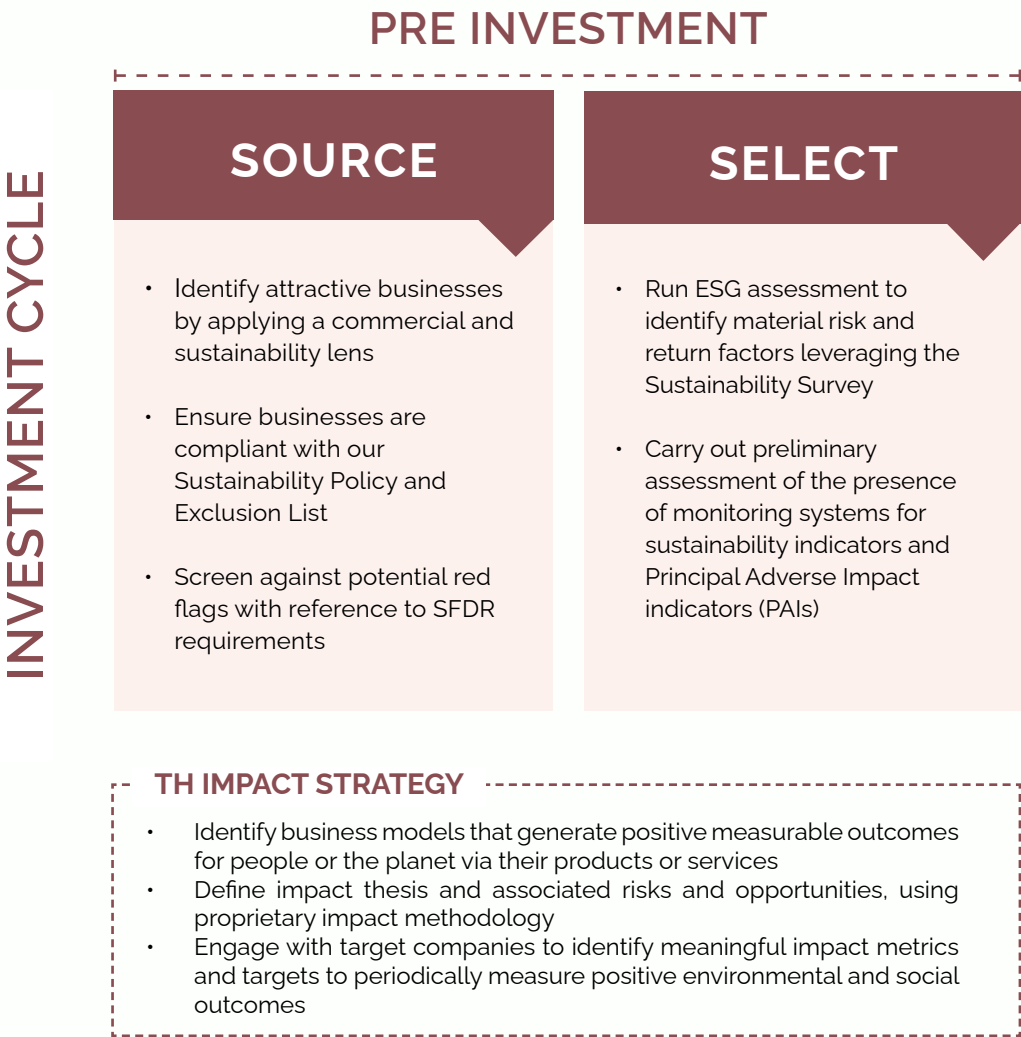
Our Sustainability Survey and impact management & measurement framework then help us work with portfolio companies to identify risks, potential value drivers, pathways for the generation of positive outcomes and draft an action plan.

As SFDR regulation came into full effect in 2022, we worked on upgrading the Sustainability Survey to fully reflect our investment approach. Cross-industry metrics are assessed along 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, sustainability findings are given equal weighting amongst other considerations before any decisions are made. Findings are also shared with Three Hills Risk & Compliance team to ensure alignment with the Firm's overall risk management guidelines.

To solidify our commitments, we ensure that sustainability-related clauses are included in the relevant legal documentation that governs each deal. Legal provisions focus specifically on promoting transparent disclosure of sustainability information and limiting the risk of generating significant environmental or social harm via any changes of each company's business model.



INVESTMENT CYCLE

We work closely with management teams to identify potential sustainability value drivers and help mitigate risks. These insights serve as a baseline to draw-up sustainable growth initiatives and agree on an action plan. Sustainability-specific items are also included in all 100-day plans that are drafted for each portfolio company.

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 sustainable growth 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.

POST INVESTMENT

ENGAGE

- Collaborate with management teams to define long-term vision and design action plans to accelerate growth
- Embed sustainability in short and long-term value creation activities
- Establish board level accountability for sustainability

MEASURE & MANAGE

- Define material sustainability KPIs for the business to track
- Re-run annual performance assessment through Sustainability Survey tool
- Promote direct engagement with management teams to ensure continuous progress

EXIT

- Assess and evidence legacy of TH activity upon exit
- Support crafting the narrative from acquisition to exit
- Assist business in future buyer selection (where relevant)

TH IMPACT STRATEGY

- Track progress against defined impact targets and support businesses in the implementation of impact measurement approaches
- Periodically disclose core impact metrics performance to boards (including progress against impact targets)

VALUE CREATION

COLLABORATIVE VALUE CREATION

The Value Creation team represents the foundation for our engagement strategy across 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 the senior members of the Firm with specific background relevant for each field.

Over the last 12 months, the Value Creation team continued to fine tune its approach towards cross-team collaboration. The team focused on streamlining due diligence work, maximising transparency and cooperation. This approach supported more comprehensive engagement with management teams pre-investment which led to efficient implementation of value-add initiatives post-investment. Monthly value creation meetings are organised to ensure prioritisation of engagement activities and synergies across core fields.

The current facing page highlights a selection of strategic initiatives implemented across the investment cycle.

STRATEGY & FINANCE

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



Matteo Giari
Operating Partner

HUMAN CAPITAL

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



Tim Pointer
Operating Partner
Human Capital

ESG & IMPACT

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



Stefanie Kreeer
Head of ESG & Sustainability

FINANCE

- Working capital optimisation
- Reporting and insights
- Financial transformation



Tim Spillane
Operating Partner

DIGITAL & TECHNOLOGY

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



Fiona Gatchell
Operating Partner

ESG & IMPACT

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



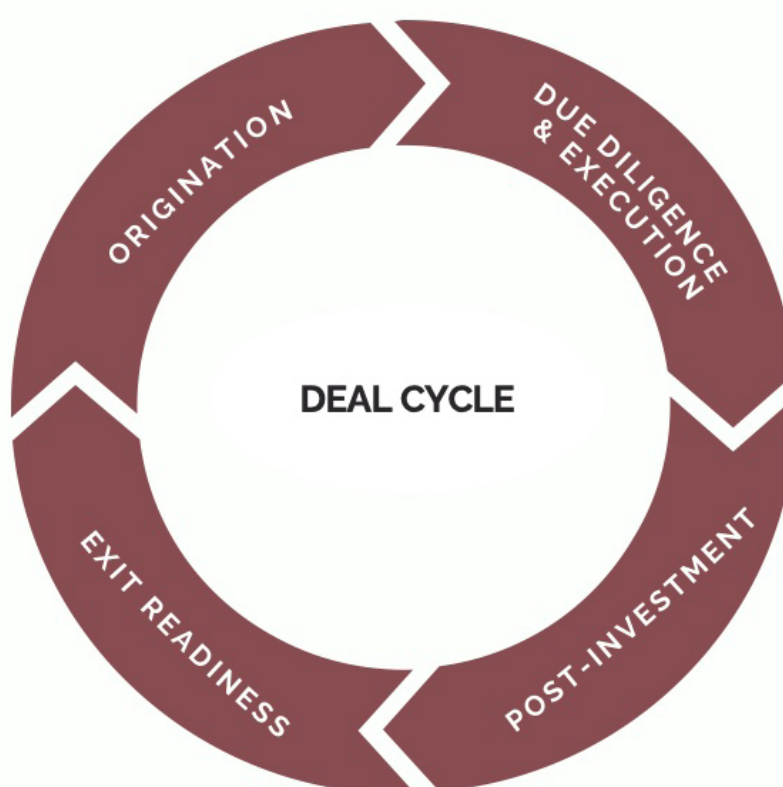
Francesco Ciffo
Manager

AI-enabled sustainability assessment

AI integration has been identified as a key priority to support Three Hills' activities, with a particular focus on solutions that enhance our processes. Over the last 12 months, the Three Hills ESG & Sustainability team has been involved in the rollout of an AI solution to complement preliminary ESG and impact assessments during deal screening and due diligence. We work with an individual provider to guarantee tailor-made results and operate in a safe environment, protecting data and information. These efforts aim to automate work-intensive tasks and channel resources more efficiently towards direct engagement with management teams, including during early-stage due

diligence processes.

AI tools have been integrated to support market research, materiality assessments, and impact measurement and management activities. Specifically, the team has designed and trained AI models to streamline key background work that informs the development of impact theses and ESG assessments, with a focus on identifying industry trends and understanding potential market gaps. More recent efforts have been directed towards impact measurement, with specific focus on supporting the identification of robust metrics to measure and disclose environmental and social outcomes.



Cross-portfolio technology optimisation

Technology procurement is a key driver of operational efficiency and digital resilience across our portfolio. Three Hills has partnered with SaaSrooms, a technology intelligence platform covering software, cloud, cybersecurity, and hardware, to launch a structured optimisation programme across an initial cohort of portfolio companies. Early results are tangible: consolidated vendor agreements across Microsoft 365, cloud, and enterprise security have reduced costs by up to 20%, while a portfolio-wide AI maturity assessment has identified further opportunities in automation, intelligent tooling, and responsible AI governance.

Portfolio monitoring

Monthly monitoring of finance performance across our portfolio is a vital governance lever and crucial in monitoring value creation efforts. About 18 months ago, Three Hills developed an internal tool to track financial performance and implemented a monthly reporting cadence that is now institutionalised. This framework supports sound trend analysis and robust risk management.

PORTFOLIO SUSTAINABILITY PERFOR- MANCE

The following pages provide a detailed summary of the TH Impact and Capital Solutions portfolios, illustrating the themes that drive our different investment strategies and the progress that has been made on sustainability topics during the reporting period across each investment





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. Having historically partnered with a number of business models that go beyond ESG integration and generate positive impact for people or the planet, we are expanding our spectrum of capital towards lower mid-market 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 & 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 framework to assess the environmental and social outcomes generated.

TH Impact partners in businesses that promote a solution to social or environmental challenges and substantially contribute to at least one 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 our partnership and support businesses in managing and disclosing impact to all stakeholders.

To solidify Three Hills' commitment to impact investing, a dedicated investment committee has been appointed, further promoting exclusive focus on identifying opportunities in line with our framework. TH Impact also leverages the support of Three Hills ESG & Sustainability team which is responsible for the definition of the impact thesis, the identification of the key performance indicators linked to each organisation and the promotion of impact-related initiatives post-investment. Additionally, to ensure best practices across a range of our processes, we partnered with Triadi, a specialist advisory organisation focused on impact management and measurement. Triadi is a benefit company focused on

providing strategic advisory to financial market players active in the impact investing space and is a spin-off of the School of Management of the Politecnico di Milano.

During the reporting period, we had the opportunity to consolidate our impact management & measurement approach, working closely with the management teams of TH Impact's portfolio companies. With **HISPATEC**, a specialist in software and agrifood technology for the speciality crops segment, 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). **OPERAM EDUCATION**, an education recruitment platform providing temporary teaching and support staff to primary, secondary, and SEND public schools across the UK, focused on designing a survey to assess positive educational and behavioural outcomes at student level, as well as overall clients' satisfaction.

In August 2025, TH Impact completed its third investment backing **SINEWAVE**, a UK-based Independent Connection Provider that delivers mission-critical grid connection services to the electric vehicle (EV), renewable energy, and data centre sectors. In early 2026, the Fund completed three further investments, providing flexible capital to **SMARTBOX**, a global provider of leading Augmentative and Alternative Communication technology, **LES SECRETS DE LOLY**, a French-based manufacturer of natural haircare solutions for textured hair, and **ISFA**, a provider of resource efficient almond cultivation systems.

These investments confirm our commitment to investing in purpose-led and future proof business models, balancing environmental and social considerations in our origination efforts. We will work with management teams on addressing priority due diligence findings and kick-off periodic monitoring.

Find detailed information about TH Impact investments in the following pages. In the coming 12 months, we aim to continue our efforts and support the global growth of the impact investing movement in private markets.

THEMES	PEOPLE	PLANET	PROGRESS
	1. SOCIAL INCLUSION AND SECURITY 2. SUSTAINABLE HEALTHCARE AND WELL-BEING	1. ENERGY TRANSITION 2. RESOURCE EFFICIENCY 3. RESPONSIBLE CONSUMPTION AND PRODUCTION	1. DIGITAL TRANSITION AND TRANSFORMATION
SDGS	   	    	 
EXAMPLE BUSINESS MODELS	- Educational access - Early-years education - Workforce retraining, upskilling, and talent development - Sustainable and inclusive finance - Healthy living and corporate well-being - Disease prevention - Mental health services	- Affordable energy and renewables - E-mobility and shared mobility - Storage technologies - Inspection, testing, monitoring and certification - Sustainable agriculture - Recycling and waste management - Future of food and aquaculture	- Smart cities - Digital services - Enterprise efficiency - Cybersecurity and AI - Product safety and compliance - Data and cloud - Fintech

IMPACT
MANAGEMENT
PROJECT

WHAT

WHO

HOW MUCH

CONTRIBUTION

RISK

IS THE ASSET...

- Generating positive or negative outcome?
- Generating important or unimportant outcomes?

- Reaching well-served or underserved populations?

- Touching few or many people?
- Generating marginal or deep change?
- Generating short-term or long-term change?

- Contributing marginally or significantly to the change that would have happened anyway?

- 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

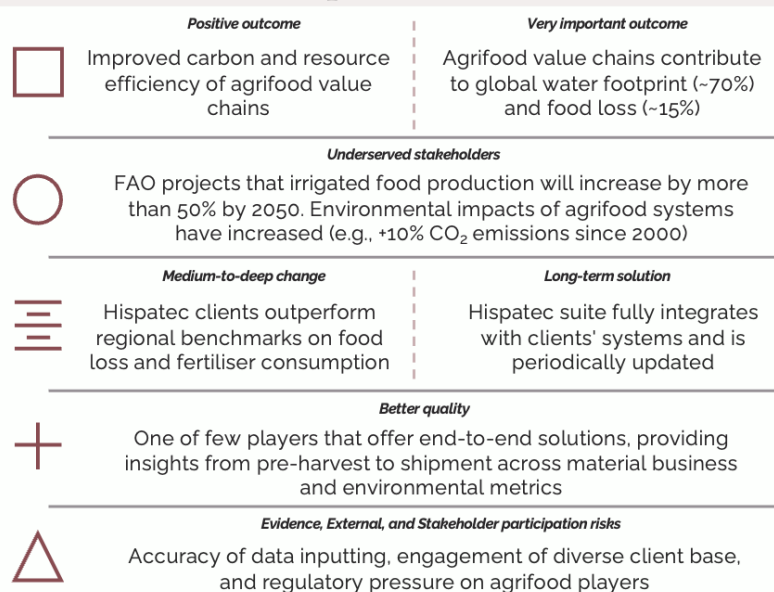
DEVELOPER AND DISTRIBUTOR OF SOFTWARE SOLUTIONS FOR SUSTAINABLE MANAGEMENT OF AGRIFOOD OPERATION

DESCRIPTION: Established in 1986 and headquartered in Almeria, Hispatec 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), Hispatec 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 (pre-harvest 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 2025, Hispatec continued its ambitious expansion of its client base across Spain and Latin America. Additionally, the business finalised the roll out of its pre-harvest product, Efemis, showing positive traction in core markets.

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) 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 2025, Hispatec's suite has been integrated with a Sustainability Module, which will be fully implemented in 2026. The module features over 70 sustainability-related KPIs and will allow robust monitoring of material environmental metrics.

5 dimensions of impact



INDUSTRY: Software development and distribution

DATE OF INVESTMENT: 2024

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: Spain

EMPLOYEES: 190+

IMPACT THEME: Planet - Progress

SDG ALIGNMENT:



INDUSTRY MATERIAL TOPICS

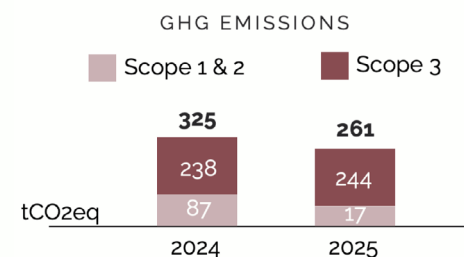
- Data security and customer privacy
- Risk management
- Integration of sustainability
- Diversity & inclusion
- Employee engagement

CORE BUSINESS

2025

<14%

Average food loss achieved by Hispatec clients



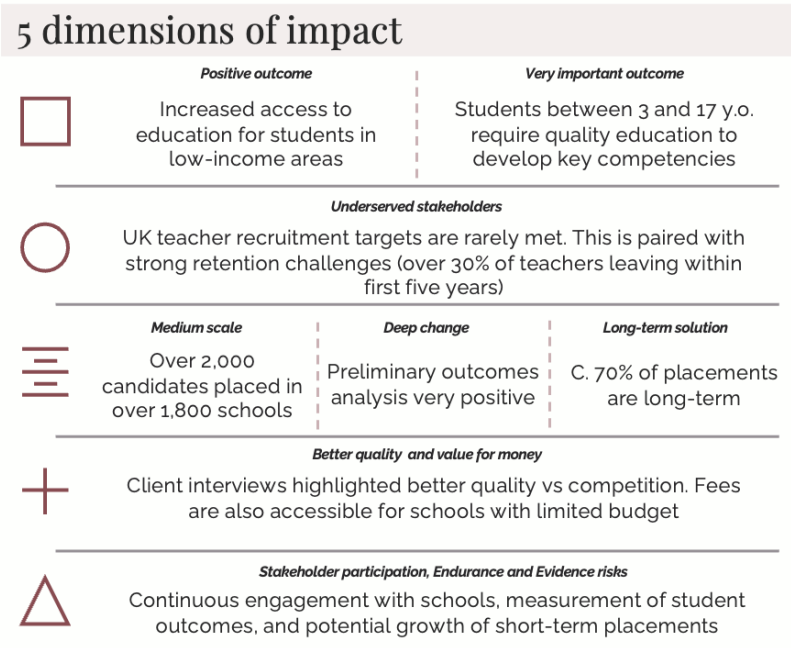
PROVIDER OF EDUCATION RECRUITMENT AND STAFFING SERVICES TO SCHOOLS IN NEED FOR FLEXIBLE RESOURCES

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 nine brands that ensure comprehensive coverage of the UK market whilst promoting robust regional presence that allows to provide flexible solutions to clients. Three Hills is working closely with Operam’s experienced management team to cement the group’s position as a market leader by driving further organic expansion, while also providing further capacity for M&A.

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

Operam’s services unlock key social benefits for children in critical age groups (primary and secondary schools, including SEND), 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. Additionally, the group exclusively focuses on public schools, mainly located in low-income areas. As per the UK Index of Multiple Deprivation, over 60% of Operam’s clients operate in deprived areas.

Three Hills aims to support Operam in upgrading the existing systems to monitor positive student outcomes. Specifically, strong efforts are being dedicated to implementing robust systems to collect and process schools’ feedback on the positive impact of Operam’s services, with a focus on academic performance, class engagement and student behaviour. In 2025, Operam rolled out a demo of its student outcomes survey, assessing positive educational and behavioural outcomes and clients’ satisfaction. In early 2026, the group extended the cohort of engaged clients to over 400.



INDUSTRY: Education staffing services

DATE OF INVESTMENT: 2024

DEAL TYPE: Growth Capital

HQ: United Kingdom

EMPLOYEES: 100+

IMPACT THEME: People

SDG ALIGNMENT:



INDUSTRY MATERIAL TOPICS

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

CORE BUSINESS

2025
Over 90%
Schools reporting positive student outcomes¹

2025
Over 60%
Schools located in low-income areas as per the UK Index of Multiple Deprivation

LEADING UK INDEPENDENT GRID CONNECTION PROVIDER

DESCRIPTION: Founded in 2015 and based in the UK, Sinewave is a leading independent connection provider (ICP), specialising in the design, construction, and maintenance of high- and low-voltage electrical infrastructure. The company delivers end-to-end solutions, covering the EV charging, renewable energy (solar, and energy storage) and operations and maintenance sectors. As of today, Sinewave maintains over 2,500 sites across the UK.

Three Hills' capital supports Sinewave's continued growth ambitions by enabling further expansion into high-growth markets and advancing key strategic development initiatives. The partnership will provide resources and guidance needed to accelerate Sinewave's long-term value creation trajectory.

IMPACT THESIS: Improved adoption and access to renewable energy and e-mobility

Sinewave accelerates the adoption and access to renewable energy and e-mobility solutions across the UK, with a strong focus on solar assets, energy storage systems, and rapid EV charging infrastructure. By expanding utility scale solar generation and increasing energy storage capacity, the business supports higher penetration of renewables in the UK energy mix while enhancing grid stability and flexibility. At the same time, the rollout of rapid charging networks enables greater uptake of sustainable mobility options, facilitating the transition to electric vehicles for both individuals and commercial fleets. Through this integrated platform, the company contributes to decarbonisation, energy security, and the long-term resilience of the UK's energy system.

Since the investment, Three Hills has worked with Sinewave's leadership team to finalise the impact targets associated with the company's key KPIs. In parallel, the company has developed and deployed an enhanced tool to measure and disclose carbon emissions linked to project execution.

INDUSTRY: Grid services

DATE OF INVESTMENT: 2025

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: United Kingdom

EMPLOYEES: 90+

IMPACT THEME: Planet - Progress

SDG ALIGNMENT:



INDUSTRY MATERIAL TOPICS

- Project environmental impact
- Carbon footprint
- Employee health and safety
- Project quality and safety
- Business ethics
- Sustainability governance

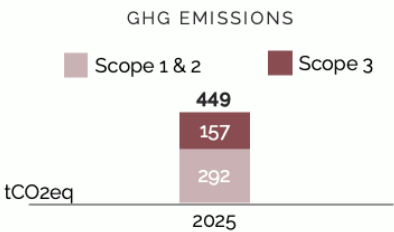
CORE BUSINESS

2025
94%
Rapid/ultra-rapid chargers vs total chargers installed

2025
540+ MW
Renewable energy capacity connected and maintained

5 dimensions of impact

Positive outcome	Very important outcome
 Improved adoption and access to renewable energy and e-mobility solutions	Strong alignment with UK 2030 targets for renewable energy capacity increase
Underserved stakeholders	
 Fossil fuels and nuclear account for c. 50% of UK's energy mix. Internal combustion engine cars still represent most new sales (53% of total new sales)	
Deep change	Long-term solution
 Strong focus on rapid chargers (90%+) and sizable annual connected capacity (500+ MW)	Impact on energy mix is persistent throughout the lifecycle of connected assets
Better quality and access	
 Competitive pricing and above market standard turnkey capability. Internal carbon tool enables clients to make eco-friendly choices	
External, Execution, and Efficiency risks	
 Evolution of incentive schemes and supply chain disruptions, potential negative externalities from construction, and lack of R&D	



Smartbox

PROVIDER OF TECHNOLOGY SOLUTIONS FOR PEOPLE WITH SPEECH AND LANGUAGE DISABILITIES

DESCRIPTION: Smartbox is a market-leading provider of augmentative and alternative communication (AAC) technology, designed to support communication, connection and independence for people with speech and language disabilities. Headquartered in the UK and serving users worldwide, Smartbox solutions are used by over 100,000 people around the globe, including dedicated communication aids and educational software that support diverse access needs. At the heart of Smartbox's offering is Grid, its flagship AAC software that supports both symbol and text-based communication, and which is compatible with multiple access methods, including touch, eye gaze, and switch input. Smartbox technology is currently available in 37 languages, and it is distributed in more than 175 countries.

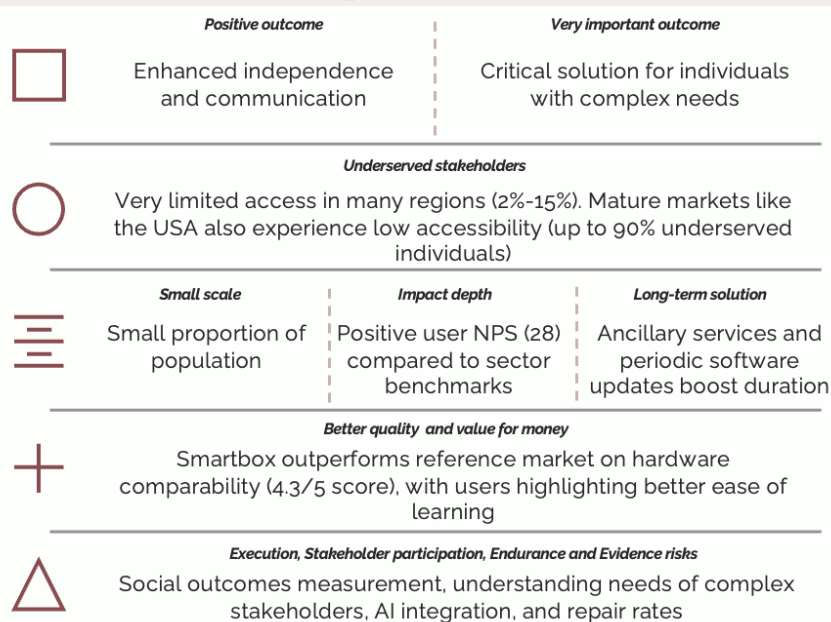
Three Hills, alongside Verdane, provided capital to accelerate Smartbox international expansion and broaden its product offering, thereby enhancing global access to advanced AAC solutions, with the goal of doubling the number of individuals it supports by 2030.

IMPACT THESIS: Improved quality of life for people with disabilities

Smartbox expands opportunities for people with communication disabilities by combining personalised AAC technology with structured support for families, educators, and therapists. Its tailored communication tools strengthen users' independence, enabling them to express needs, make choices, and participate more fully in daily life. By giving individuals a reliable voice, Smartbox also unlocks access to education and employment, supporting learning, skill development, and inclusion in professional environments.

The Smartbox Academy reinforces these outcomes by equipping caregivers with practical training that reduces stress, increases confidence, and ensures consistent AAC use across home, school, and therapy settings.

5 dimensions of impact



INDUSTRY: Healthcare equipment

DATE OF INVESTMENT: 2026

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: United Kingdom

EMPLOYEES: 730+

IMPACT THEME: People - Progress

SDG ALIGNMENT:

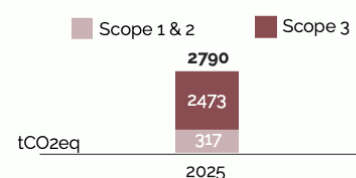


INDUSTRY MATERIAL TOPICS

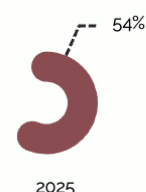
- Product quality and safety
- Product lifecycle management
- Supply chain management
- Employee health and safety
- Business ethics and sustainability principles

CORE BUSINESS

2025
35,000
Number of voices enabled annually



% FEMALE IN SENIOR MANAGEMENT





SPECIALIST BEAUTY BRAND FOR USERS WITH TEXTURED HAIR

DESCRIPTION: Founded in France in 2019, Les Secrets de Loly is a leading beauty brand specialising in haircare products for textured hair (an audience historically underserved by mainstream beauty brands). The company develops and formulates its products in-house, ensuring high-performance, nature-based solutions tailored to the specific needs of textured hair. Its comprehensive range spans shampoos, conditioners, leave-ins, styling products, masks, and defining treatments. Over the years, Les Secrets de Loly has become the reference brand for textured hair in France, recognised for both product quality and community engagement.

In March 2026, Three Hills completed its investment in Les Secrets de Loly to support the company's next phase of growth. The investment will enable the brand to strengthen its international footprint across Europe, with particular focus on expansion in Spain and Italy, while continuing to scale its product innovation and omnichannel strategy.

IMPACT THESIS: Improved access to nature-based haircare products for underserved consumers with textured hair

With an offering specifically tailored to the needs of curly, coily, and wavy hair types, Les Secrets de Loly increases access to high-quality, nature-based haircare solutions for consumers with textured hair (an audience historically underserved by mainstream beauty brands). Its premium-affordable pricing as well as its omnichannel strategy, spanning direct-to-consumer, retail, and professional channels, broadens access and ensures that textured-hair consumers can easily find appropriate products.

Three Hills' value creation efforts will focus on accelerating the availability of inclusive and environmentally conscious haircare, contributing to greater equity in the beauty market.

INDUSTRY: Consumer Products

DATE OF INVESTMENT: 2026

DEAL TYPE: Growth Capital

HQ: France

EMPLOYEES: 50+

IMPACT THEME: People

SDG ALIGNMENT:



INDUSTRY MATERIAL TOPICS

- Product quality and safety
- Waste management and packaging impact
- Supply chain control
- Client engagement
- Integration of sustainability

5 dimensions of impact



CORE BUSINESS

2025

27

Net Promoter Score (NPS) measuring customer satisfaction and loyalty², outperforming market average

2025

>96%

Of formulations is made with naturally derived ingredients

¹ As the brand enters new regions, social outcomes may vary given the diversity of local hair types.
² According to a 2024 BCG consumer survey conducted in France (N=170), the average NPS across selected shampoo and hair-care brands is 16.5. Within this competitive set, Les Secrets de Loly ranks third overall.



DEVELOPER OF A HIGH-EFFICIENCY, VERTICALLY INTEGRATED ALMOND CULTIVATION SYSTEMS

DESCRIPTION: Iberian Smart Financial Agro ("ISFA") is a vertically integrated platform pioneering sustainable, high-efficiency almond cultivation in the Iberian Peninsula. Headquartered in Spain, ISFA is developing a portfolio of 10,000 hectares of innovative almond orchards, using its proprietary "SES" (Efficient and Sustainable System), a cultivation method designed to optimise inputs and improve productivity. The model significantly reduces water and fertiliser requirements per kilogram of product compared to traditional techniques, such as those used in California orchards.

In March 2026, Three Hills completed its investment in ISFA to support the company's organic growth. The capital provided by Three Hills will help to accelerate the expansion of the platform through the development of new almond orchards across the Iberian Peninsula, reinforcing ISFA's ambition to become one of the region's leading almond producers.

IMPACT THESIS: Improved resource and carbon efficiency of almonds value chain

ISFA delivers measurable improvements in the resource and carbon efficiency of the almond value chain through its integrated cultivation platform. Water and nutrient use are optimised and precisely tracked, resulting in higher input efficiency and reduced environmental pressure in water-scarce regions. Enhanced soil and land-management practices contribute to a stronger land-productivity ratio and support long-term agricultural resilience.

Across the value chain, ISFA's approach achieves lower carbon emissions - particularly in cultivation, processing, and logistics - compared to almond production in other regions such as California, which accounts for over 70% of global almond production. Collectively, these improvements enhance the sustainability performance of almond production while supporting more responsible and climate-aligned growth.

INDUSTRY: Agriculture

DATE OF INVESTMENT: 2026

DEAL TYPE: Growth Capital

HQ: Spain

EMPLOYEES: 60+

IMPACT THEME: Planet - Progress

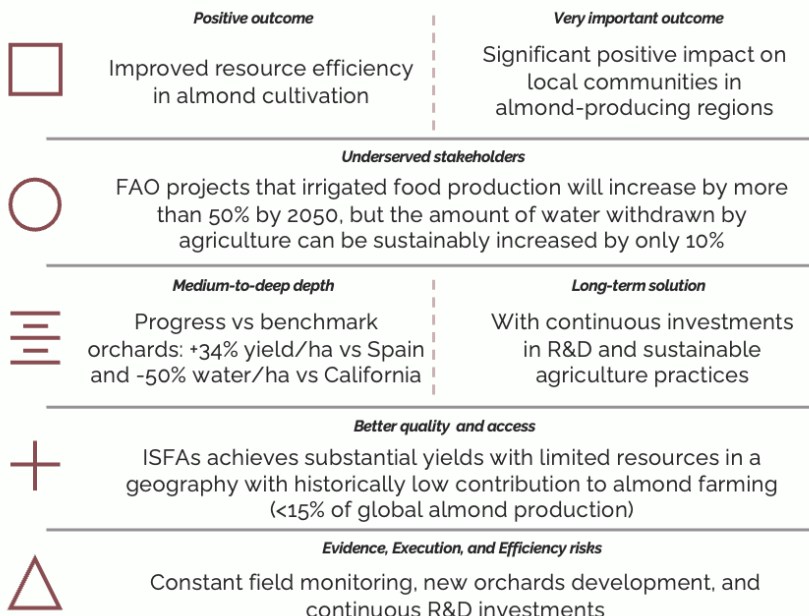
SDG ALIGNMENT:



INDUSTRY MATERIAL TOPICS

- Land use and land use change
- Biodiversity protection
- GHG emissions management
- Product quality and safety
- Employee health and safety
- Labour rights

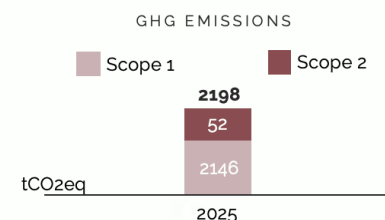
5 dimensions of impact



CORE BUSINESS

2025
7,000 m³
 Water use per hectare at scale

2025
3,5 tCO₂eq/ha
 Emissions sequestered



TH CAPITAL SOLUTIONS PORTFOLIO

RESULTS OF SUSTAINABILITY ASSESSMENT

Three Hills Capital Solutions investment strategy formalises our commitment to drive sustainable development across our portfolios. As highlighted in the Our Approach to Sustainability section on p.17, the strategy 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, ten businesses were funded, giving us the opportunity to progressively enhance our ESG due diligence approach, focusing on early engagement with management teams, ESG-focused site visits and specialist third party environmental assessments where applicable. Most portfolio companies have now been part of TH Capital Solutions portfolio for over three 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) and the ESG Data Convergence Initiative (EDCI). 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 existing management teams, progressing on shared action plans and setting the foundation for future commercial growth and sustainable development of business models. Notably, we had the opportunity to follow-up on portfolio-wide engagement strategies that supported fund-level risk management and value creation, whilst also generating engagement efficiencies across multiple companies.

For instance, we continued the program initiated in 2024 aimed at supporting six portfolio companies in the development and refinement of their carbon accounting capabilities. The workstream encompassed all emission scopes (Scope 1, 2 and 3) and was led by Three Hills ESG & Sustainability team with the support of a specialist advisory. These efforts are contributing to a more reliable carbon reporting process and enhanced data quality, setting the foundation for the definition of multi-year emission reduction targets for our businesses.

Portfolio-wide initiatives were paired with company-specific engagement efforts to support our business in their growth pathway. **LA BOTTEGA COLLECTIVE**, a leading luxury hospitality amenities supplier, has formalised its commitment to set GHG emission reduction targets in line with the Science Based Target initiative (SBTi) by working towards emissions-reduction trajectories. **CASTELLET HOSPITALITY**, a company that owns and operates a portfolio of budget and mid-scale hotels, strengthened its sustainability performance by raising the number of Green Key-certified hotels from 16 to 21. A provider of audiovisual production services, **TWENTYFOUR SEVEN**, achieved the B Corp certification.

In May and October 2025, Three Hills established partnerships with **MECH-I-TRONIC** (through the holding company Groupack), a player with a strong presence in the European high-precision machinery market, and **SOCOMORE**, a French-headquartered global leader in high-performance surface treatment solutions for the aerospace industry. We are excited to start working with the two businesses and support their respective 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 partnerships confirm our commitment to provide preferred capital solutions to profitable and sustainable business models across Europe. As we continue to identify opportunities in the upcoming months, TH will continue to focus its efforts to promote ESG characteristics in its portfolio. We aim to continuously expand and innovate our investment strategy to consolidate TH's role in the structured capital market.

SUSTAINABILITY INDICATORS OVERVIEW

ART. 8 SFDR

THCS IV promotes the following environmental and social characteristics:

- Reduction of **negative environmental impacts**
- Promotion of a **safe and healthy work environment**
- 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.

        INVESTED IN 2025  											
ENVIRONMENTAL	Implementation of environmental policies / management systems	✓	✓	✓			✓	✓	✓	✓	✓
	Measurement of GHG emissions	✓ Scope 1, 2 & 3	✓ Scope 1, 2 & 3	✓ Scope 1, 2 & 3	✓ Scope 1, 2 & 3	✓ Scope 1, 2 & 3		✓ Scope 1, 2 & 3	✓ Scope 1, 2 & 3	✓ Scope 1 & 2	✓ Scope 1, 2 & 3
	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		✓	✓	✓	✓	✓	✓			✓

FRENCH HOTEL INVESTMENT AND OPERATION PLATFORM

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, Marriott, 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 customers.

In 2025, Three Hills continued to support Castellet's buy-and-build strategy. While continuing to explore the market for M&A opportunities, the business focused on renovation and rebranding of several hotels in the portfolio to enhance market positioning and improve guest experience.



ENVIRONMENTAL

- Updated group-wide carbon assessment, encompassing GHG emissions across the value chain
- Continued efforts towards sustainable waste management, improving waste separation facilities across all locations

SOCIAL

- Maintained positive female representation across all business areas (57% overall and 48% at management level)
- Kept employee turnover rate (12%) well below industry average, focusing on upskilling, bonus schemes and clear career paths
- Reduced unadjusted gender pay gap to 2%, showcasing commitment to equal opportunities

GOVERNANCE

- Continued to leverage the internal CSR Committee to drive the group's sustainability agenda
- Continued to provide data security training across the group's properties, focusing on secure payments solutions and data protection

(1) Eurostat, 2025

INDUSTRY: Accommodation – Hospitality

DATE OF INVESTMENT: 2022

DEAL TYPE: Shareholder reorganisation

HQ: France

EMPLOYEES: 360+

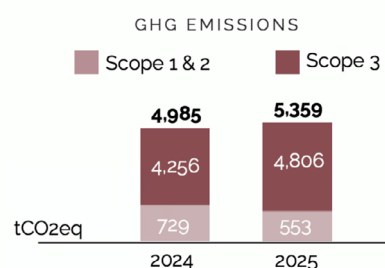
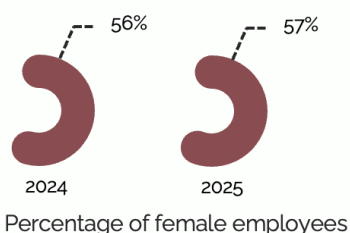
SDG ALIGNMENT:



CORE BUSINESS

2024 2025
16 21

Hotels that achieved the Green Key certification



UK SPECIALIST CARE PROVIDER FOR ADULTS AND CHILDREN WITH BEHAVIOURAL HEALTH ISSUES AND DISABILITIES

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.

Three Hills provided capital to support business delisting from the AIM market while enabling CareTech to expand its impact radius in other UK regions. While continuing to focus on both organic growth and M&A, in 2025 the group concentrated its efforts towards the reduction of vacancies in Children's division roles and has completed the sale of Smartbox, a provider of Augmentative and Alternative Communication (AAC) devices that helps people with complex communication needs.

INDUSTRY: Care and educational services

DATE OF INVESTMENT: 2022

DEAL TYPE: Shareholder reorganisation

HQ: United Kingdom

EMPLOYEES: 10,700+

IMPACT THEME: Planet - Progress

SDG ALIGNMENT:

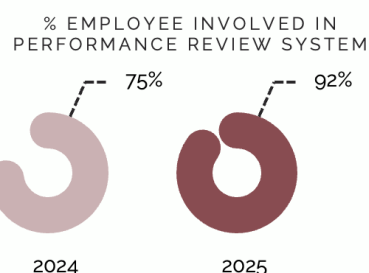
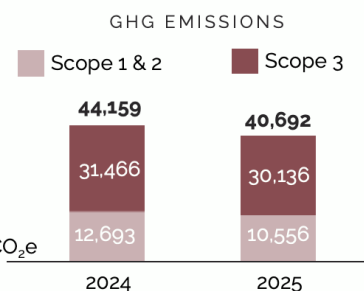


CORE BUSINESS

2024 **86%** 2025 **86%**
CQC inspections grading Good/Outstanding

2024 **84%** 2025 **87%**
Children making progress in at least 1 area of the Outcome Star

2024 **64%** 2025 **66%**
Children making progress in at least 3 areas of the Outcome Star



TRENDS THEME

Healthcare and social inclusion

By 2040, growth in the 65+ population lacking independence will drive a 47% increase in long-term care demand compared to 2020¹

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

43% of pupils in England have moderate or high social-emotional development needs, with high social-emotional development needs up 60% since 2018²

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 business model specifically targets vulnerable children and adults who are more dependent on physical and emotional support

ENVIRONMENTAL

- Continued to source 100% of electricity from certified renewable sources in the UK
- Added 3 EVs and 3 PHEVs to the fleet, bringing the total to 71 low- or zero-carbon vehicles in the group fleet
- Building upon last year's efforts, replaced over 1000 appliances across all care homes to improve energy efficiency

SOCIAL

- Improved the employee engagement satisfaction score from 81% to 86%
- Kept employee turnover rate (c. 27%) below industry average, promoting engagement and wellbeing
- Continued to provide Employee Assistance Programme to all employees to support mental, physical and financial well being health

GOVERNANCE

- Implemented new platform to deliver cybersecurity training across the organisation
- Continued working on group-wide CARE4 strategy, ensuring robust management of sustainability matters, driven by multi-year action plan

(1) IZA Institute of Labour Economics, 2022; (2) Nurture UK, 2025

MULTI-BRAND RECRUITMENT PLATFORM, FOSTERING LOCAL EMPLOYMENT ON A GLOBAL SCALE

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 180 qualified professionals and a deep network of around 460,000 candidates, Kernel provides recruiting services to over 1,200 clients.

In 2025, Kernel grew its investments in Classroom to Boardroom Foundation, which now plays a strategic role in client engagement and early career talent initiatives. The business also made progress on improving employee engagement and capability development across the group.

INDUSTRY: Recruitment

DATE OF INVESTMENT: 2023

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: United Kingdom

EMPLOYEES: 180+

SDG ALIGNMENT:



THEME

PROVIDING DIVERSE TALENT WITH ACCESS TO EXCEPTIONAL CAREERS

TRENDS

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

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

Skills-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

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

CORE BUSINESS

2025
430,000
Candidates engaged in Kernel database

SOCIAL IMPACT GENERATED BY CLASSROOM TO BOARDROOM FOUNDATION

2025
89
Students placed in the industry

2025
3,500
Students from underprivileged environments engaged during events

ENVIRONMENTAL

- Updated the group's consolidated Environmental policy and introduced a Carbon Accounting policy
- Purchased 100% of electricity used in London offices from certified renewable sources

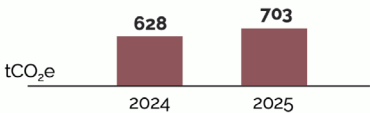
SOCIAL

- Updated the ED&I policy, a dedicated working group and group-wide training
- Continued to foster employee engagement and wellbeing, with initiatives spanning from wellness weeks to mental health first aiders
- Ongoing investments in talent attraction, retention and workforce upskilling supported quality improvements and reduced churn

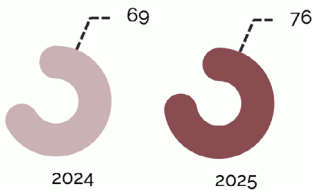
GOVERNANCE

- Enhanced supplier management system, targeting critical suppliers with in-depth due diligence processes
- Continued to increase investment in the Classroom to Boardroom Foundation, with two FTE now dedicated to foundation work

GHG EMISSIONS (SCOPE 3)



EMPLOYEE SATISFACTION SCORE



(1) LinkedIn, 2025

MANUFACTURER OF TRUFFLE PRODUCTS WITH DIVERSIFIED SUPPLIER BASE ACROSS EUROPE

DESCRIPTION: Founded in 1911, Sabatino Tartufi ("Sabatino") 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 Montecastrilli (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 125 professionals and a network of partnerships with large truffle farms in Europe to source quality raw materials and ingredients.

In 2025, Sabatino continued to focus on organic business development and growth of its B2B channel, consolidating its presence in legacy geographies while investing in the expansion of its international footprint. Notably, the group established a formal presence in the GCC region through a new regional sales office in the United Arab Emirates.



INDUSTRY: Food manufacturing and distribution

DATE OF INVESTMENT: 2023

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: Unites States

EMPLOYEES: 120+

SDG ALIGNMENT:



CORE BUSINESS

2025

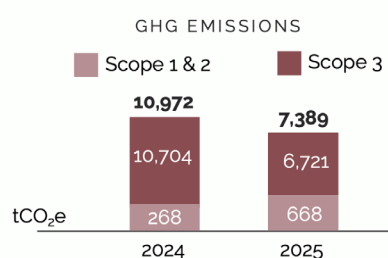
100%

Suppliers adhere to Sabatino's Code of Conducts

2025

0

Claims related to product requirements/labelling received



ENVIRONMENTAL

► Updated the group-wide carbon footprint assessment, measuring GHG emissions across the value chain

► Continued to use self-generated solar power at the Italian plant to cover a substantial share of its energy

SOCIAL

► Continued to offer 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

► Introduced a team bonus plan to incentivise and reward factory-level employees for their effort and dedication

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

DIGITAL MARKETING AND ADVISORY SERVICE PROVIDER FOR COMPANIES AND PUBLIC ADMINISTRATION

DESCRIPTION: Digital360, a benefit corporation, is an Italian multinational company specialising 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 organisation management, 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.

In 2025, the business has continued to advance its strategic development plan through a combination of organic growth, targeted M&A and selected portfolio rationalization initiatives, with an increasing focus on higher value-added advisory activities.

THEME

Transparent communication and responsible advertising

TRENDS

While traditional advisory grows at a modest pace, high-growth niches benefit from AI adoption, evolving client needs, and demand for specialised expertise¹

In 2026, CEOs focused on cyber-enabled fraud, phishing and AI vulnerabilities, while CISOs were most concerned about ransomware and supply chain disruption, focusing on operational resilience²

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 approaches

STRATEGY

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

Digital 360 advisory services include IT & cybersecurity as a core area of action, focusing on digital resilience and security compliance

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

ENVIRONMENTAL

> Continued, with the support of Three Hills, improving the GHG emission accounting systems, including the monitoring of Scope 3 emissions

> Continued partnerships with non-profit organisations for the reuse of end-of-life IT equipment

> The Milan-based headquarter is located in a BREEAM Gold-certified building

SOCIAL

> Updated the Gender Equality Policy, aligned with the UNI/PdR 125:2022 standard, and continued to promote ED&I across the group

> Strengthened partnership with local academic institution to support talent attraction, local employment

> Initiated the development a new group-level performance management model for employees' evaluations

GOVERNANCE

> Kicked-off the process to define a group-level Sustainability Strategy and ESG Plan, with long-term KPIs and targets

> Maintained the benefit corporation status under Italian law

INDUSTRY: Digital marketing & advisory services

DATE OF INVESTMENT: 2023

DEAL TYPE: Growth Capital, Delisting

HQ: Italy

EMPLOYEES: 1300+

SDG ALIGNMENT:



CORE BUSINESS

2025

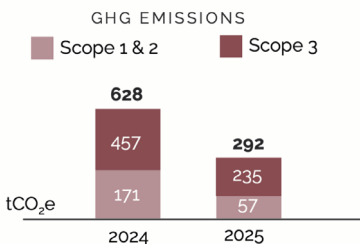
1,600+

Clients across multiple sectors in 8 countries worldwide

2025

6

Group companies that have achieved the ISO 27001 certification



¹Note: In 2024, the Board of Directors had an all-male composition.
⁽¹⁾ Statista, 2025; ⁽²⁾ World Economic Forum, 2026; ⁽³⁾ Accenture, 2024



LEADERSHIP ADVISORY & ANALYTICS FOR HIGH-GROWTH COMPANIES

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) Confidas People, Management Due Diligence Consultancy, C-Suite candidate selection, management reset and employee retention for Private Equity and Venture Capital investors and (iii) Peoplewise, a specialist in leadership assessment, development, and performance psychology.

In 2025, LCap focused its efforts on both M&A, having finalised the strategic acquisition of Peoplewise, and organic growth, having successfully completed the integration of Altus Partners into the group to further unlock synergies and efficiencies across key verticals.

INDUSTRY: Analytics Consulting and Executive Search

DATE OF INVESTMENT: 2023

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: United Kingdom

EMPLOYEES: 120+

SDG ALIGNMENT:



CORE BUSINESS

2025

1000+

Successful assignments across the Group

THEME

Access to quality jobs

TRENDS

New technologies have reshaped the recruitment industry; over a third (37%) 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

STRATEGY

LCap launched two digital products (Leadership Dynamics and Pace) that support 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 where 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

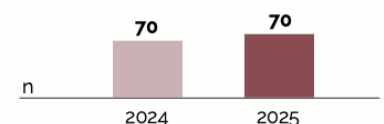
SOCIAL

- Mapped out career pathways initiatives to foster staff retention and internal talent development
- Launched Performance Leadership Programme involving a select number of key employees (c. 15% of total workforce)
- Revamped and increased benefit schemes for employees to further improve staff engagement

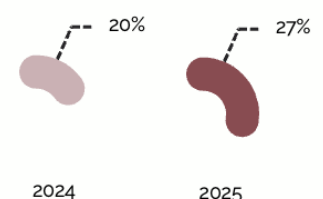
GOVERNANCE

- Reviewed data security policy and kicked off a process to deliver cyber awareness training across the group. No data protection incidents were reported over the reporting period

CLIENT NET PROMOTER SCORE (NPS)*



% OF FEMALE IN SENIOR MANAGEMENT



(1) Deloitte, 2024; (2) World Economic Forum, 2023; (3) LinkedIn, 2025
* Note: Percentage of clients that would recommend LCap services to others.



PROVIDER OF AUDIOVISUAL PRODUCTION SERVICES FOR GLOBAL BLUE-CHIP BRANDS

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 group offers high-quality production services and post-production support with best-in-class execution, leveraging a growing global footprint with operations in eleven countries across Europe and Latin America.

Three Hills' investment in 24.7 facilitated management in regaining control for the next phase of growth and bolstered further international expansion, building on the company's proven track record of organic and inorganic growth. In 2025, the group focused on inorganic growth, having completed a strategic acquisition in Brazil, while also working strategic hires in key divisions.

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

With a strong focus on innovation, the group continuously invests in automating production processes to enhance H&S management and quality

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

ENVIRONMENTAL

- Continued to enforce group-level Greenbook that formalises environmental commitments at company and project-level
- Implemented system to annually track GHG emissions across Scope 1 & 2 and material Scope 3 categories

SOCIAL

- Continued to foster gender balance across all divisions (63%) and at management-level (52%)
- Updated performance review system across key companies and developed robust training programme to foster talent development
- Consolidated new salary review model, also introducing a review committee

GOVERNANCE

- Achieved the B Corp certification with a score of 85.7
- Considered ESG risks within the group's risk management framework, focusing on reporting requirements, data protection, environmental impact of operations and social responsibility

INDUSTRY: Technology, Media & Telecoms

DATE OF INVESTMENT: 2024

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: Spain

EMPLOYEES: 220

SDG ALIGNMENT:



CORE BUSINESS

2025

100%

Production sets aligned with 24.7 Greenbook requirements

2025

Supplier form

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

2025

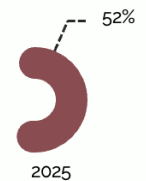
ISO 27001

Certification achieved at group-level

% OF FEMALE IN SENIOR MANAGEMENT

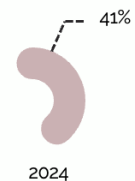


2024

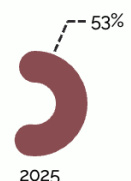


2025

EMPLOYEE ENGAGEMENT SURVEY PARTICIPATION RATE



2024



2025

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

MANUFACTURER AND SUPPLIER OF DRY AND WET AMENITIES
FOR LUXURY AND HIGH-END HOSPITALITY PLAYERS

DESCRIPTION: Founded in 1981, La Bottega Collective ("La Bottega") is a leading manufacturer and supplier of amenities in the luxury and high-end hospitality market. The company has a comprehensive hotel amenities offering, counting over 13,000 SKUs across wet amenities (i.e., cosmetics), textiles, slippers and accessories. Relying on over 740 professionals, La Bottega serves a customer base of 6,000 clients worldwide, focused on the higher end of the hospitality market.

In 2025, La Bottega kicked-off a group-wide integration process, aiming to fully unlock global synergies and efficiencies across historical and recent acquisitions. In parallel, the group worked on boosting its leadership team, focusing on a number of transformational hires to support its ambitious M&A, integration and organic growth plans.

INDUSTRY: Hospitality services

DATE OF INVESTMENT: 2024

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: Italy

EMPLOYEES: 740+

SDG ALIGNMENT:



CORE BUSINESS

2025

100% Recyclable

Cardboard, plastic film and wood used for packaging

2025

ISO 14001

In place for main production companies La Cosmetica, Vanity and Palatino

2025

EcoVadis

Certification achieved at group-level

THEME

TRENDS

STRATEGY

Responsible production and sustainable material management

The EU Packaging and Packaging Waste Regulation entered into force in 2025, setting requirements for manufacturing, composition, and reusable or recoverable nature of all packaging¹

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

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

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

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

The group works closely with over 100 global brands to provide bespoke products and ensure that latest wellbeing trends are captured

ENVIRONMENTAL

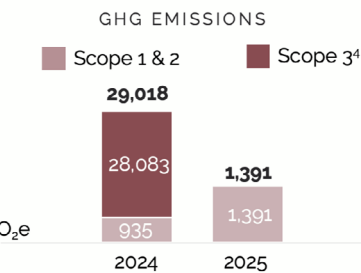
- Committed to develop a decarbonisation plan in line with Science Based Targets initiative (SBTi) recommendations
- Installed PV plant to support renewable energy generation of the group's main production hub, La Cosmetica
- Implemented certified environmental management system for main production entity, ensuring monitoring of key metrics

SOCIAL

- Extended scope of H&S management system to the majority of the group's perimeter
- Continued to foster gender balance across all group entities, achieving 66% female representation globally
- Kicked off the development of a People Development and Culture Department to boost employee engagement

GOVERNANCE

- Published the group's first consolidated sustainability report, for a more structured approach to sustainability
- Defined a group ESG Strategic Plan 2025-2030 and adopted the group's first ESG policy
- Confirmed the Ecovadis certification at group-level as a further testament of the group's commitment towards sustainability



(1) European Commission, 2025; (2) Verified Market Reports, 2025; (3) McKinsey & Company, 2024; (4) Scope 3 data will be updated as soon as input data will be validated

MANUFACTURER AND SUPPLIER OF SPECIALIST MACHINERY FOR PACKAGING

DESCRIPTION: Italy-based, Mechatronic is an industrial group operating in the fragmented European packaging machinery industry. The group has over 160 years of track record 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 a focus on pharmaceuticals and beauty. As of today, the group comprises of ten companies across Italy, France, China, Germany, USA and Brazil, allowing for a robust coverage of the packaging value chain.

Three Hills' capital is supporting the group in pursuing strategic M&A initiatives to enhance horizontal integration and broaden geographic and end-market diversification. Over the last 12 months, the group completed four acquisitions, further expanding its footprint in new geographies and industrial verticals.

THEME	Responsible production and technological development		
TRENDS	Clients of industrial product manufacturing companies are maintaining their commitments to the adoption of clean technologies to meet emission reduction and material use goals ¹	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, optimise design processes ²	Industrial players are focusing on building more resilient supply chains to mitigate disruptions and ensure consistent operations ³
STRATEGY	The group's suite of machine solutions includes options specifically designed for the use of recycled materials	With a strong focus on innovation, the group continuously invests in automating production processes to enhance H&S management and quality	The group focuses 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 the group, including energy consumption, water use and waste generation
- To enhance circularity, scrap metals re-enter the production cycle through remelting achieved via specialist suppliers
- Maintained 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 7 workplace accidents
- Reported zero cases of discrimination and zero tolerance for any form of irregular, child, or forced labour
- Achieved lower than industry average employee churn rate (c. 9%), testifying strong employee engagement practices

GOVERNANCE

- Formalised the first group-wide Code of Ethics, which is integrated into the group's decision-making and operational processes
- Carried out the first group-level double materiality assessment to further support sustainability reporting efforts
- Published inaugural sustainability report, including data and information across all group's entities

INDUSTRY: Niche manufacturing

DATE OF INVESTMENT: 2025

DEAL TYPE: Growth Capital

HQ: Italy

EMPLOYEES: 1300+

SDG ALIGNMENT:



CORE BUSINESS

2025

EMS

Environmental management systems implemented across all legal entities

2025

ISO 50001

on energy management implemented by some companies

(1) Deloitte, 2025; (2) Kestria, 2024; (3) Deloitte, 2024

* Note: Scope of 2024 GHG emissions is limited to group's legal entity Bettinelli S.p.A.

PROVIDER OF SURFACE TREATMENT AND MAINTENANCE SOLUTIONS FOR THE AEROSPACE, AUTOMOTIVE AND INDUSTRIAL SECTORS

DESCRIPTION: Based in France, Socomore is a global leader in surface treatment and maintenance solutions for the aerospace, automotive and industrial sectors. The company operates across multiple regions, with nine manufacturing facilities across Europe and North America, providing high-performance chemical products and application technologies that enhance durability, efficiency, and safety. Relying on over 460 employees, Socomore serves a customer base of over 4,000 clients worldwide.

Three Hills' investment is supporting Socomore's strategic development and international expansion, particularly in the Asia-Pacific region, enabling innovation in product offerings and operational growth across key markets. During 2025, Socomore integrated a set of ESG commitments into its 2030 strategy, focusing on increasing exposure to lower-impact markets, reducing the group's carbon footprint and improving gender balance across the organisation.

INDUSTRY: Niche Manufacturing

DATE OF INVESTMENT: 2025

DEAL TYPE: Growth Capital, Shareholder reorganisation

HQ: France

EMPLOYEES: 460

SDG ALIGNMENT:



CORE BUSINESS

2025

LCA

Assessment carried out on fifteen products

2025

ISO 14001

Certification achieved by 4 out of 6 relevant sites

2025

100% CrVI-free

(Chromium VI) products in Europe

THEME

Sustainable resource use and chemical management

TRENDS

Reducing chemical and environmental impact has become a priority. Stricter regulations are pushing manufacturers to shift away from hazardous substances towards safer, lower-impact alternatives¹

Combining technical performance with responsible resource management is a key differentiating factor for players in the sector²

In the specialty chemicals and surface treatment industry, the H&S trend is shifting from basic regulatory compliance toward proactive risk prevention and safer-by-design operations³

STRATEGY

Socomore is increasingly focusing on lowering health and environmental footprint of its products through eco-design, LCA, low-VOC formulations

As part of its environmental management system, Socomore monitors its emissions, waste production, water and energy consumption, with commitments to reducing its footprint

Socomore has integrated H&S as key part of its sustainability strategy. This includes a formalised EHS Policy, ISO 45001 certification, commitments to workforce wellbeing and workplace safety

ENVIRONMENTAL

- Carried out LCA assessments on 15 products, with a target to run LCA studies on 80% of products by 2030
- Implemented certified environmental management systems locally, ensuring monitoring of key metrics
- Defined 2030 carbon reduction targets and 2050 Net Zero commitment

SOCIAL

- H&S risks are managed by dedicated QHSE managers at site-level. H&S management systems are in place across the group
- Relevant female representation across all staff (over 40%) and at board level (37%)
- Rolled out employee engagement survey involving 71% of total staff, achieving 8 out of 10 aggregated score

GOVERNANCE

- Kicked-off group-wide sustainability strategy, Socoway 2030, encompassing multi-year targets across multiple dimensions
- Established the Socoway Committee to monitor progress against defined ESG KPIs and to ensure regular reporting to the Board
- Included employee privacy and security trainings in the annual training scheme

(1) European Chemicals Agency (ECHA), 2023-2024; (2) McKinsey & Company, 2024; (3) European Commission, 2020

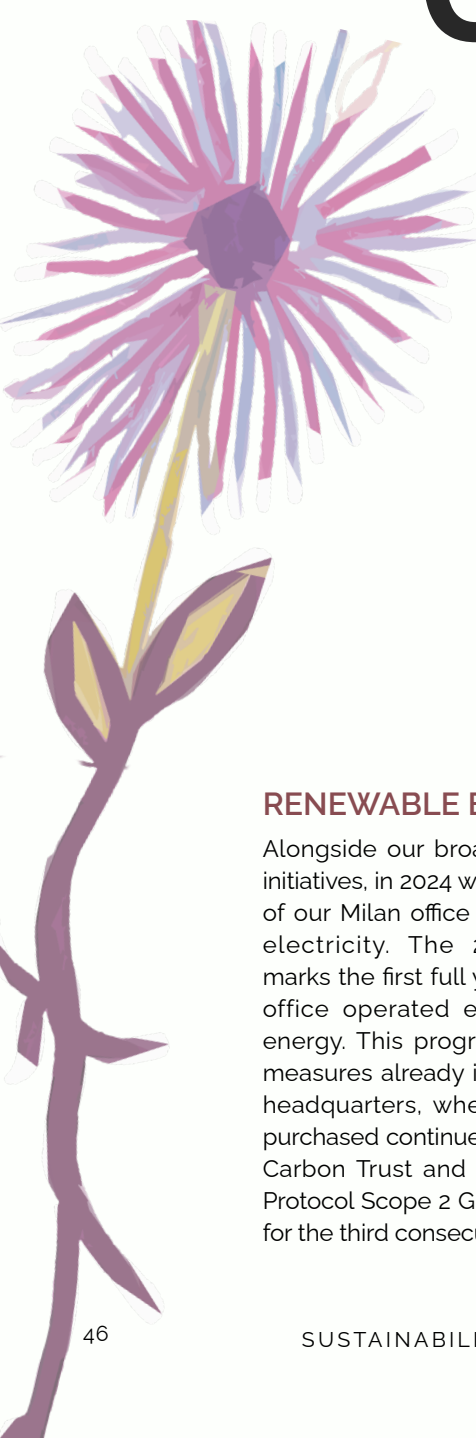
3. SUSTAINABILITY AT FIRM LEVEL

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

Alongside our broader carbon reduction initiatives, in 2024 we initiated the transition of our Milan office to certified renewable electricity. The 2025 reporting year marks the first full year in which the Milan office operated entirely on renewable energy. This progress complements the measures already in place at our London headquarters, where 100% of electricity purchased continued to be certified by the Carbon Trust and aligned with the GHG Protocol Scope 2 Guidance Quality Criteria for the third consecutive year.

SUSTAINABLE OPERATIONS

In 2025, we continued to strengthen our day-to-day environmental practices, including improvements to travel policies, recycling processes and the progressive shift toward paperless workflows (for example during our annual performance review). During the year, we maintained a company fleet composed entirely of hybrid vehicles, supporting our efforts to reduce travel-related emissions, and, at our London office, 100% of our waste was diverted from landfill and destined to recycling (42%), refuse derived fuel (40%) and anaerobic digestion (18%).

TALENT MANAGEMENT AND DEVELOPMENT

All employees are involved in yearly learning and development plans, combining general training available to all employees with department-specific learning where relevant, to support both firmwide standards and role-specific development. In 2025, we continued to provide sustainability-related training to the entire workforce, reinforcing the Firm's commitment to embedding ESG principles across its operations.



SOCIAL

EMPLOYEE WELLBEING

In 2025, we maintained access to gym memberships and massage services, reflecting our strong belief in the importance of employee wellbeing. In addition, we introduced our new fertility benefit, rolled out across 2025–2026, which provides financial support for fertility testing and treatment. Through this programme, Three Hills covers 50% of eligible costs, helping employees access essential reproductive health services. In April 2026, through our participation in the Milan Marathon, we also supported the TOG Foundation (Together To Go Onlus), a Milan-based non-profit organisation providing free rehabilitation services to children with serious neurological conditions.

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 (46% of employees are women). Important steps have been made also at senior leadership level, reaching a sizable women representation (42%). As part of our commitment to fostering a culture where everyone feels valued, respected and able to thrive, in March 2026 we hosted a speaker session dedicated to diversity, inclusion, and the power of authentic leadership. The session featured Jess Clarke, former England Lioness with over 50 international caps and a member of Team GB at the 2012 Olympics, who shared insights on resilience, representation, and leading with purpose.

OUR B CORPORATION (B CORP) CERTIFICATION

In December 2025, the Firm successfully completed its B Corp re-certification, following the initial certification obtained in 2022. We achieved an outstanding score of 134.5, up from 126.1 at first certification and significantly above the 80.0-point qualifying threshold. This improved result reflects the continued work of the Three Hills team to build trust, foster sustainable partnerships, and embed responsible investment practices.

SUSTAINABILITY GOVERNANCE

In 2025, the Firm further strengthened the integration of AIFM governance framework into day-to-day operations. Building on the processes initiated in 2024, the year saw enhanced ESG integration, with ESG risks and key portfolio-level ESG findings integrated in Board agendas.

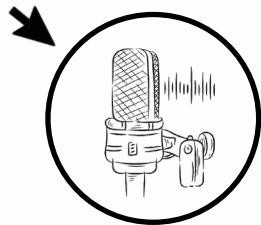
GOVERNANCE

COMMITMENT TO RESPONSIBLE INVESTMENT

In 2025, Three Hills underwent its annual assessment under the UN PRI (Principles for Responsible Investment), recording continued progress across all modules. The Firm achieved scores of 94/100 in Policy Governance and Strategy, 93/100 in Direct - Private Equity, and 97/100 in Confidence Building Measures, resulting in a top-decile global ranking and a 5-stars rating across all modules. These results reflect year-on-year improvement and demonstrate the ongoing integration of ESG and impact considerations within the Firm's strategies, processes, and governance.



POWERED BY PEOPLE:



A THREE HILLS PODCAST

LEADERSHIP CONVERSATIONS THAT DRIVE TRANSFORMATION

We launched Powered by People – A Three Hills Business Podcast in the second half of 2025. Hosted by Tim Pointer, Operating Partner at Three Hills, the series explores how culture, leadership and people strategy underpin transformation and long-term value creation. Through candid conversations with leaders across sectors, the podcast demonstrates how high-performance cultures and empowered teams sit at the heart of sustainable, resilient growth.

FIRST EPISODE

In the first episode, Tim speaks with Ceri Gott, former Chief Growth & Culture Officer at Hawksmoor. Ceri reflects on how the company scaled from £10m to £100m in revenues by putting people at the centre of its growing journey. Her story illustrates how a clear purpose, strong culture and empowered teams can unlock extraordinary commercial results.

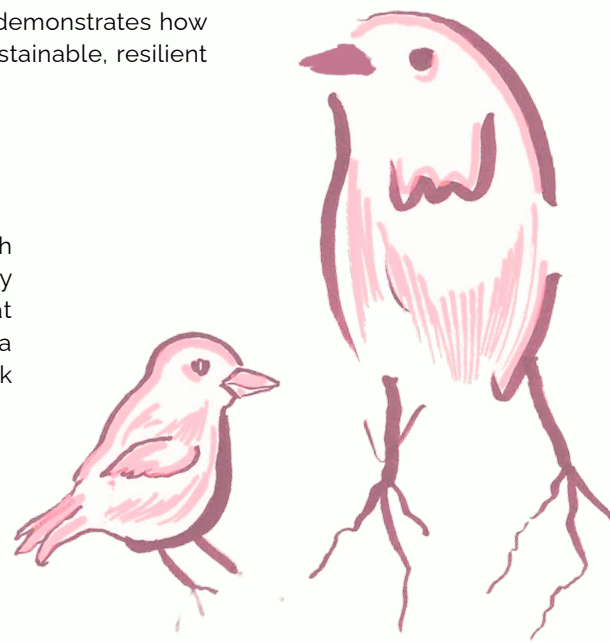
SECOND EPISODE

The second episode features Tiger de Souza MBE, Executive Director of People & Culture at Samaritans. Tiger shares his perspective on leading within the charity sector, the importance of legacy, and how skilful storytelling and active listening can strengthen connection and support people across society. His thoughts highlight the human depth required to lead mission-driven organisations.

THIRD EPISODE

In the third episode, Tim is joined by James Hartley, Interim Chief People Officer and Executive Coach. James explores how leaders can create the conditions for teams to show up authentically and courageously, staying connected to both mission and performance. His perspective offers fresh lens on the financial sector, emphasising the interplay between people, purpose and results.

As James says, "Change is never won by a process or by PowerPoint. Challenging the corporate status quo is what's driven me: Metrics without Purpose are meaningless, and Purpose without Metrics becomes intangible."



FOURTH EPISODE

In the fourth episode of *Powered by People*, Tim interviews Claire Smith, Head of People & Culture at Gunnercooke. Claire shares her perspective on how leadership drives business expansion and why listening to colleagues is essential when redesigning business processes. Her people-first approach to professional services demonstrates how purposeful culture drives business expansion, engagement and sustained performance.

FIFTH EPISODE

The fifth episode features Jen Lawrence, Founder of TGI Monday. Through enlightening stories from her experiences, from embracing the "gift of giving" behind Lindt's iconic gold bunnies – to the reality of Virgin Atlantic crews forming a new team on every flight – Jen illustrates how thoughtful judgements build both consumer and employee loyalty. Her proven ability to lead with empathy offers contemporary leaders a compelling case study on how to build strong teams, resilient businesses and authentic brand advocacy.

SIXTH EPISODE

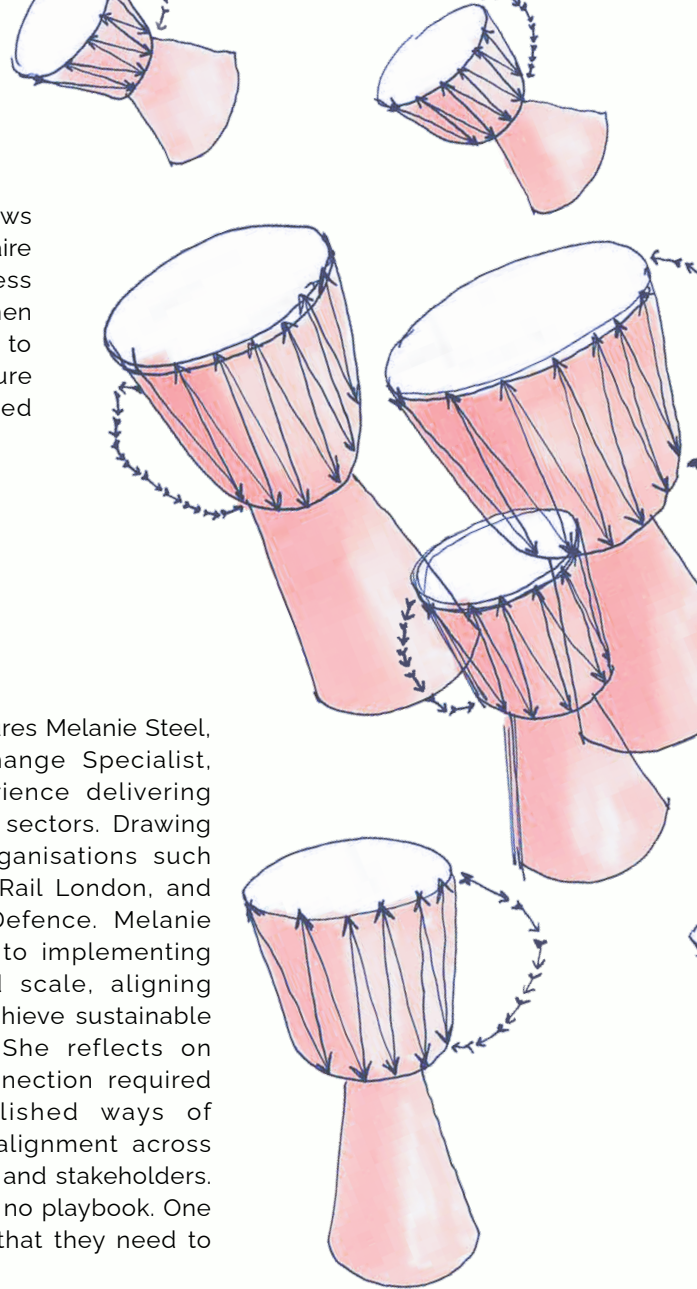
The sixth episode features Melanie Steel, Interim People & Change Specialist, with extensive experience delivering transformation across sectors. Drawing on her work with organisations such as ATPI, Arup, Arriva Rail London, and the UK Ministry of Defence, Melanie shares her approach to implementing change at pace and scale, aligning people and data to achieve sustainable business outcomes. She reflects on the courage and connection required to challenge established ways of working and ensure alignment across employees, leadership and stakeholders. As she notes: "There is no playbook. One starts off the journey that they need to progress."

SEVENTH EPISODE

In the seventh episode, Tim is joined by Nadine Bainbridge, former People & Global Talent VP PlayStation. Nadine reflects on her experience building talent and delivering change. She explains how to equip people to deliver today's business results while being equipped to manage future challenges and disruption. Drawing on transformations across manufacturing, journalism, technology and health, Nadine shares proven methods for creating and sustaining capability, connection and performance in fast-evolving markets.

EIGHTH EPISODE

The final episode of the series explores global business growth and the creation of brand ambassadors with Eugenio Pirri, Business Partner at TELUS Health. Eugenio offers his playbook for developing talent, championing culture and preparing a business for expansion. Through stories spanning his career, he shows how to "super-connect" customer experience with employee performance, harness technology to advance a mission and establish organisational performance across sectors, cultures and geographies. His examples highlight how delighted customers, empowered leaders and adaptable teams come together to unlock new business opportunities. As he says, "We had hotels that were well over a hundred years old. We couldn't do it like we did it a hundred years ago. People have different expectations. You have multi-generations – Both as employees and as customers and guests. As a result, you have to adapt. If you're not curious, you're going to fall behind and hurt your business in the long run."



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.

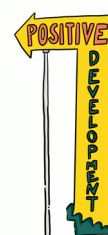
TH supports NTMY through a dedicated social programme operated in partnership with the Firm's close advisors thanks to voluntary contributions. We always match any donations received. By being part of the Three Hills umbrella, NTMY benefits from dedicated resources and a solid growth platform to achieve 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 7 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 aims to support schools in decentralised areas by offering a range of extracurricular activities, workshops and homework support. The project was created to support complementary educational activities by organising workshops in schools in decentralised areas.
- **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
- **Tuendeleee (Kenya):** The objective of Tuendeleee 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 have funded full school fees for **11 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**



€1.6m+

Funds raised by NTMY since incorporation



Over 70

Professionals involved in NTMY activities

SPOTLIGHT

NTMY LAB

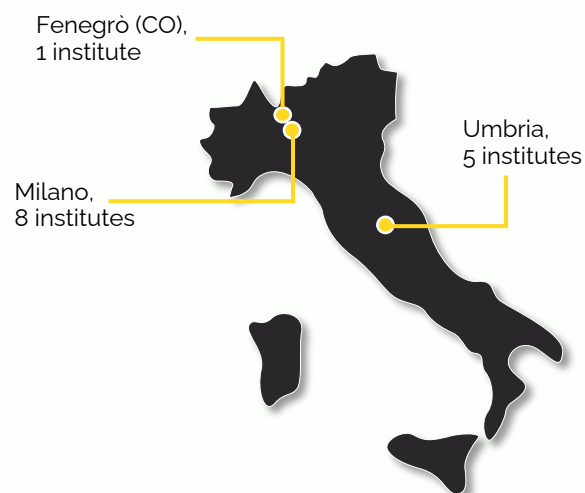
NTMY Lab is a project launched in 2020, **tailored for students in primary and middle school**, where differences in socio-cultural backgrounds blend with other dynamics typical of preadolescence, such as bullying or racism with ethnic or sexual undertones, which can lead to early school dropout. This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

Workshops include both academic and extracurricular activities and are usually open 3 days a week. **All activities are funded by NTMY and coordinated by professional educators**, under the supervision of the school principal.

In 2020, the project took shape at the **Comprehensive Institute of Fenegrò**. In the same year, NTMY Lab was activated in Umbria, with an English language workshop, aimed at consolidating learning in primary schools.

In 2025, following the strong results achieved in Milan, the Municipality and NTMY formalised a collaboration agreement.

During the 2025/2026 academic year, the Foundation expanded its footprint by opening a **new school in Milan's** Corvetto neighbourhood, with a boxing course and two new labs in existing facilities, and by strengthening its presence in Umbria with a **new school in Perugia** and its **first kindergarten in Collazzone**.



From 1 to 12

Locations included in NTMY Lab programmes since 2020



Over 2000

Kids aged between 5 and 15 reached by NTMY Lab in 2025



Over 3500

Hours of extracurricular activities delivered in 2025

Our laboratories

- ART AND CRAFT

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

- MUSIC LABORATORIES

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

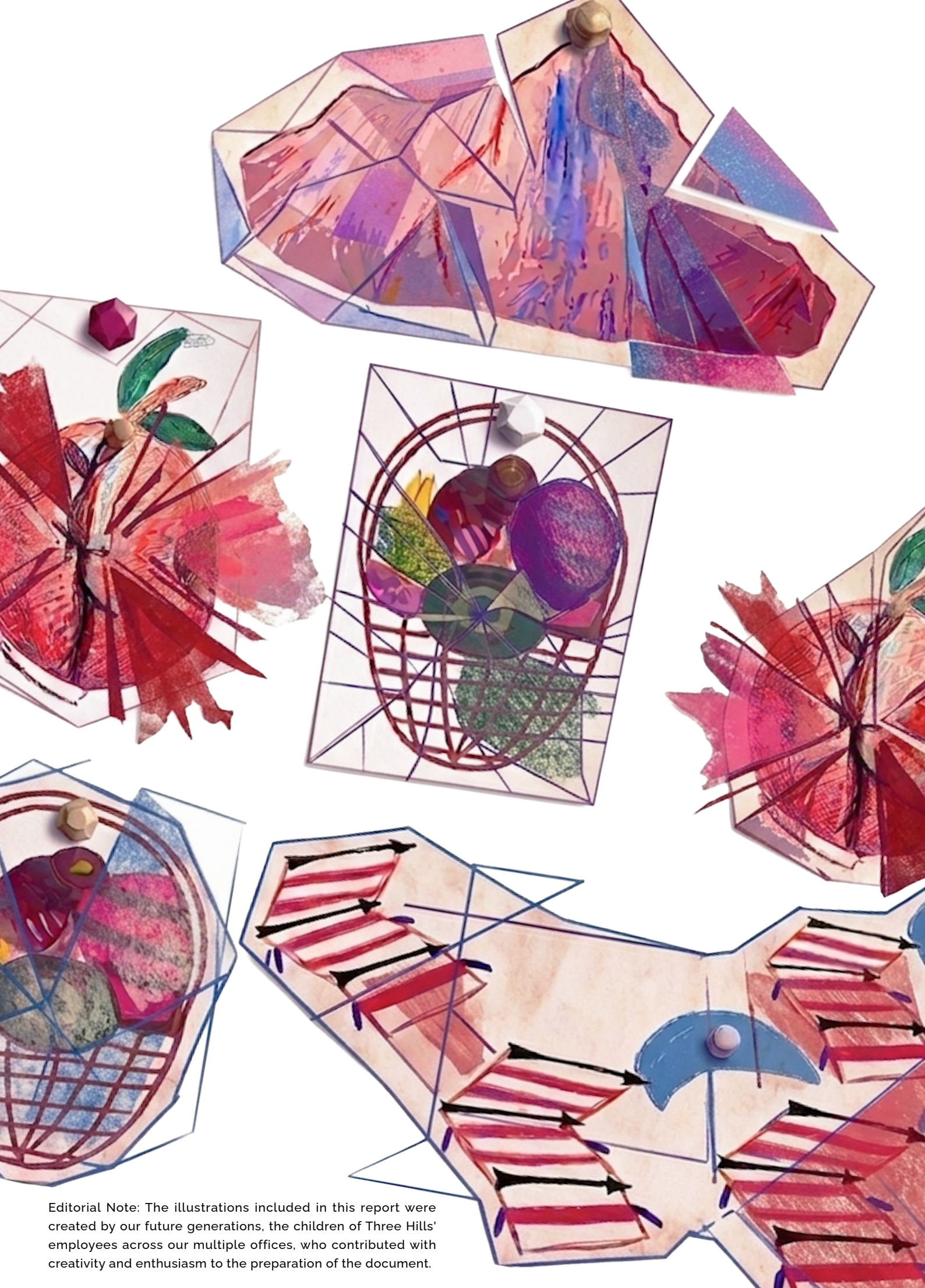
- SPORT LABORATORIES

To explore and strengthen their athletic side. NTMY in Milan collaborates with 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



Editorial Note: The illustrations included in this report were created by our future generations, the children of Three Hills' employees across our multiple offices, who contributed with creativity and enthusiasm to the preparation of the document.

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

LONDON

25A Soho Square
London W1D 3QR
United Kingdom

MILAN

Via Joe Colombo 2
20124 Milan
Italy

PARIS

16 Av. de Messine
Paris 75008
France

LUXEMBOURG

42 Rue De La Vallée
L-2661 Luxembourg
Luxembourg

NEW YORK

6 St. John's Lane
New York, NY 10013
United States

PLEASE CONSIDER THE ENVIRONMENT BEFORE PRINTING THIS REPORT

This is a marketing communication and is provided for information purposes only. This marketing communication has been prepared by THCP Advisory Limited ("Three Hills"). It does not constitute investment advice, a personal recommendation, legal or tax advice. It is not an invitation to buy or sell any of the securities referred to in the document and is not a personal recommendation or advice on investments, taxation or on any other matter.

The communication has been made available for the benefit and information of the recipient only, to assist the recipient in deciding whether or not to consider a transaction with Three Hills and should not be copied, distributed, referred to or disclosed, in whole or in part, without our prior written consent. This communication, does not constitute a firm/ binding offer or commitment from Three Hills.

We believe the information in this document is based on reliable sources, but its accuracy cannot be guaranteed. The views expressed are the views of Three Hills at time of publication and may change. Where this document contains "forward-looking" information, including estimates, projections and subjective judgment and analysis, no representation is made as to their accuracy or that these projections will be realised. Three Hills is not liable for any losses relating to the accuracy, completeness or use of information in this communication, including any consequential loss. Past performance does not predict future results.

Three Hills is an Appointed Representative of Privium Fund Management (UK) Limited ("Privium"). Privium is authorised and regulated by the Financial Conduct Authority ("FCA") in the United Kingdom. The registered office of Privium is The Shard, 24th Floor, 32 London Bridge Street, London, SE1 9SG.

Copyright © 2026 Three Hills. All rights reserved.