



2023
Annual ESG Report



EAGLETREE
C A P I T A L

MESSAGE FROM OUR CO-MANAGING PARTNERS

We are proud to issue EagleTree Capital’s third annual ESG report. Since we adopted our first ESG policy more than seven years ago, we have leveraged our ESG framework to better identify and articulate business risks and opportunities throughout our investment process. As our firm continues to grow and evolve, we remain committed to this risk management approach to ESG. Focusing on the past year, we have continued to roll-out cyber health checks across our portfolio companies to help enhance their cyber defenses. We have also been working with portfolio companies to further implement consistent governance controls and procedures. Most recently, we held a collaborative “AI” seminar for our Media and Business Services portfolio companies aimed at fostering the exchange of thoughts and experiences regarding the utilization of “AI” tools in the industry.

From its inception and through today, our firm has had substantial minority ownership and has benefitted from a broad diversity of backgrounds. Currently, 64% of our employee base is comprised of women and individuals from historically underrepresented backgrounds.

In 2024, we continue to work closely with our portfolio companies to further establish meaningful and achievable ESG goals for the benefit of our portfolio companies and investors. We believe that employing our risk management ESG framework will continue to prove helpful in avoiding pitfalls and driving better outcomes. Our latest flagship fund, EagleTree Partners VI, held its final closing in March 2024 and we are ready and excited to deploy capital using the same thoughtful and reasoned approach.

We are pleased to share some of our ESG highlights over the past year in this report.



ANUP BAGARIA



GEORGE MAJOROS

ABOUT EAGLETREE

EagleTree Capital is a New York City based independent middle-market private equity firm. We invest primarily in businesses headquartered in North America with a focus on control investments.

AUM
\$5.3 Billion
 (as of 12/31/2023)

Primary Industry Focus

- Consumer
- Media & Business Services
- Water & Specialty Industrial

Long Tenured Team

- Co-Managing Partners together for 30 years
- Senior Partners & Partners together on average 20+ years

Active Partnership

- Work with founders and management teams to drive value
- Enhance growth through collaboration

OUR CURRENT PORTFOLIO COMPANIES

Consumer



Media & Business Services



Water & Specialty Industrial



OUR APPROACH TO ESG

At EagleTree we aim to incorporate our risk management ESG framework throughout the investment process in our new and existing investments. We believe the following approach contributes to our overall goal to mitigate risks and liabilities while taking advantage of business improvement opportunities.

Pre-Acquisition	Post-Acquisition	Exit
<ul style="list-style-type: none"> • ESG DDQs • Outside counsel and ESG specialists • ESG risks and opportunities evaluated 	<ul style="list-style-type: none"> • ESG data collection • ESG related initiatives and goal setting • Carbon footprint estimate 	<ul style="list-style-type: none"> • Highlight progress on ESG matters • Share ESG related data as requested

Our investment team actively applies this approach with the support of our ESG Committee, which meets quarterly and is comprised of EagleTree’s leadership across our investment, finance, legal, compliance and investor relations teams. The ESG Sub-Committee carries out the day-to-day aspects of EagleTree’s ESG efforts and acts as a resource for our investment deal teams and portfolio companies.

ESG COMMITTEE

Sean Macaulay*

Chief ESG Officer & Operating Partner

Robert Mersten*

Chief Financial Officer

Anup Bagaria

Co-Managing Partner

Stephanie McCavitt*

General Counsel & CCO

George Majoros

Co-Managing Partner

Michelle Sareen*

Senior VP & IR Director

Robert Fogelson

Senior Partner

Arie Abramov*

Deputy General Counsel

Michael Struble

Senior Partner

Stephen Santiago*

Legal/Compliance Analyst

*ESG Sub-Committee member

ESG AT EAGLETREE







2023 was another year of progress at EagleTree and at our portfolio companies:

- Continued to improve governance as we conducted cyber health checks and enhanced financial controls both at our Firm and our portfolio companies
- Eliminated the equivalent of almost 7,700 single use (12oz) plastic water bottles in our office
- 5 of our portfolio companies have signed on to a Net-Zero pathway by 2050 or earlier for their respective industries, up from 2 in 2022


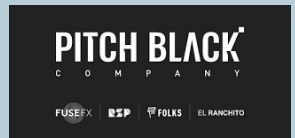




EagleTree is a signatory to the PRI and ILPA Diversity in Action.



PORTFOLIO COMPANY ESG HIGHLIGHTS

	<ul style="list-style-type: none"> • Winner of 3 Aviva Investors' Sustainability Media Awards 2023 including for Arc's Sustainable Investment Festival • Member (2023) Professional Publishers Association Action Net Zero Pathway
	<ul style="list-style-type: none"> • Established a Supplier Code of Conduct that outlines responsible sourcing intent for wood waste and health & safety standards • Ensure that sourced wood is residual (wood waste) or a by-product of forest management (e.g., fire prevention)
	<ul style="list-style-type: none"> • Worker safety is part of Gaylord Chemical's operating fabric with only 1 day lost to workplace injury in the last 13 years • Novel application of DMSO expanded to pre-harvest crop usage (environmentally friendly substitute for other potentially toxic solvents)
	<ul style="list-style-type: none"> • 1 of only 5 organizations in the state of Georgia that are Safety and Health Achievement Recognition Program Certified (SHARP Certified) <ul style="list-style-type: none"> • SHARP Certification extended through 2026 after completing a safety program and physical hazards audit while maintaining low incident rates
	<ul style="list-style-type: none"> • Awarded 2023 Platinum Safety Partner by Texas Mutual Insurance • Reusing, treating and monitoring distributed and treated water every 30 seconds helped reduce their client's carbon footprint and improved the working conditions for their clients' employees
	<ul style="list-style-type: none"> • Plant operations in North America and Europe were carbon neutral in 2023 • Monitors & assesses the impact at suppliers & customers → reduces waste & resource usage which helps reduce their suppliers' & customers' footprint

PORTFOLIO COMPANY PHILANTHROPY & SOCIAL INITIATIVES

	<ul style="list-style-type: none"> Planted more than 28,000 trees on a combined basis with <i>Grow Trees (India)</i>, <i>Green Yatra (India)</i> and the <i>Nature Awareness & Conservation Club (Philippines)</i> Provided screening of 25,000 school children for blindness in <i>Akhand Jyoti Eye Hospital (India)</i> which resulted in 125 corrective pediatric surgeries
	<ul style="list-style-type: none"> As part of Pitch Black's commitment to empower the next generation of leaders, Pitch Black's Chief HR Officer, Marie-Hélène Bourduas, partnered with <i>CEOx1Day</i> to lead a session with 10 talented student finalists in the <i>CEOx1Day</i> competition through leadership, mentoring & crisis mgmt.
	<ul style="list-style-type: none"> Awarded the inaugural Platinum President's Award by HSMAI Adrian Awards (travel marketing) including recognition for MMGY's groundbreaking 2023 study examining the power of accessible travel: <i>Portrait of Travelers with Disabilities: Mobility and Accessibility</i>
	<ul style="list-style-type: none"> Supported more than 220 different fundraising events during 2023 Since inception of its Scholarship for Design program, MacKenzie-Childs has awarded 16 scholarships to outstanding black students
	<ul style="list-style-type: none"> Northstar is a member of CEO Action for Diversity and Inclusion Efforts by the Black Travel Advisory Board (founded by Northstar) have increased coverage of black travel, stories, podcasts and content Founding partner of CHEA's National Blacks in Travel & Tourism Collaborative
	<ul style="list-style-type: none"> Sponsor of the <i>2023 Special Olympics of Texas</i> by providing hydration to the athletes, coaches and attendees via WaterFleet's proprietary RefreshR (water station) and Water Rig (mobile self-contained water processing service that generates potable water and ice) systems

EAGLETREE PHILANTHROPY & SOCIAL INITIATIVES

- In 2023, EagleTree actively participated and provided financial support to:
 - StreetWise Partners:** volunteered over 330 hours supporting 178 job seekers from low income communities in NYC
 - Bowery Mission:** helped feed homeless and hungry New Yorkers
 - Girls Who Invest:** provided a paid summer internship to a female college sophomore
- Thought leadership:
 - Operating Partner, Dr. Rengarajan Ramesh, recently helped host The Summit on PFAS in Biosolids and Soils at Princeton University, bringing industry, regulators and academia together to discuss current and future problems and solutions related to PFAS in water and wastewater effluent, biosolids and solids.
 - Dr. Ramesh was also a guest speaker on water security, reuse, and biosolids at the COP 28 summit in Dubai in December 2023



ESG Data Collection

We collect a variety of data metrics including those from the ESG Data Convergence Initiative (“EDCI”).

Worker Safety

- Health & safety
- Time lost to injury

Data & Cyber Security

- Cyber risk policies and procedures
- Assess any breaches

Employee Engagement

- Employee turnover & net new hires
- Employee surveys

Diversity & Inclusion

- Determine percentage of diverse employees and board members

Governance

- Treasury controls
- Policy enhancements

Environment

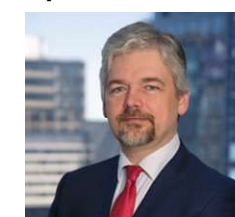
- Energy usage and waste production
- Carbon footprinting

MESSAGE FROM OUR CHIEF ESG OFFICER

We believe it is important to engage and collect ESG data at the portfolio company level in order to effectively apply our ESG risk management framework. All current portfolio companies have participated in our ESG data collection process at least once. We expect to continue to refine our data collection process and endeavor to expand our current carbon footprinting efforts to all portfolio companies. The data we collect provides us with helpful insights in a variety of areas, including on how to enhance governance, reduce waste and energy usage, and improve worker health & safety.

Our efforts extend beyond data collection. For example, we support advanced research and development at Lignetics as they explore novel ways to upcycle wood waste to create innovative sustainable products like eco-friendly cat litter and to use as stiffeners for outdoor decking. We help our management teams reduce waste and improve efficiency. For example, at Gaylord where improved processes enable the reclamation of 700,000 pounds of DMSO annually and are working towards being a zero liquid discharge facility. Many of our media and events businesses are leveraging the insights of their own diverse workforces to create new events. For example, MMGY’s inaugural Women Leading Travel & Hospitality Summit in 2023 was championed by MMGY’s CEO, Katie Briscoe who leads a team that is comprised of more than 60% women.

I am proud of the steps that our portfolio companies took in 2023 to enhance governance and environmental and social initiatives and look forward to helping our portfolio companies succeed in the evolving ESG landscape.



**SEAN MACAULAY,
OPERATING PARTNER
& CHIEF ESG OFFICER**

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