



2022

Annual ESG Report

SIRIS CAPITAL GROUP, LLC



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Our Commitment to ESG



Jeffrey Hendren

Co-Founder & Managing Partner
ESG Committee Co-Chair

We are pleased to publish Siris' 2022 Annual ESG Report and demonstrate our continued commitment to managing our investments in a responsible manner.

We believe in the strength of corporate citizenship and the value of a diverse and inclusive team. We remain committed to deploying capital responsibly and where appropriate, thoughtfully integrating ESG considerations into our investment decisions.

Our leadership has engaged meaningfully in the past year to implement a series of steps to strengthen and improve our ESG initiatives. First, we broadened the collection and monitoring of key ESG performance metrics across our portfolio. Second, we integrated ESG topics into our portfolio company governance model. Lastly, we performed an ESG maturity and risk assessment across the portfolio, which provided recommendations for improvement.

We are excited to share our progress and our future plans with you.

Siris was founded in 2011 to bring a new thinking and a distinct approach to tech & telecom private equity investing. **To date, Siris has raised more than \$5.9 billion** of cumulative committed capital and is currently targeting investment opportunities with transaction values of \$500 million to \$5 billion.¹

| | | | |
|-------------|----------------------------------|----------------|---|
| 2011 | Year Founded | \$5.9B | Cumulative Capital Commitments ¹ |
| ~50 | Employees ¹ | \$3.45B | Siris Partners IV LP Fund ¹ |
| 8 | Portfolio Companies ¹ | ~22K | Portfolio Company Employees ² |

In 2022:

- Siris supported in the process of identifying and appointment of five new diverse board members at portfolio companies
- Siris conducted 10+ portfolio-wide forums to share best practices with 50+ portfolio company leaders on ESG topics such as DE&I, data privacy and employee benefits and welfare

In October 2021, Siris became a signatory to the United Nations Principles for Responsible Investment (PRI)



Siris is proud to partner with the following associations that reflect the values and culture of the firm:³



1. As of January 2023

2. As of September 2022

3. There can be no assurance that Siris will continue to partner with such third-party firms in the future

Climate change is a central topic in global ESG conversations.

In 2022, we began our journey to understand how we, at a firm-level, can play a role in the fight against climate change. We completed our first firm-level carbon footprint using the GHG Protocol Corporate Accounting and Reporting standard.¹ Recognizing the impact of 2020 travel restrictions during the COVID-19 pandemic, we chose to use 2019 as a baseline year. We are currently developing carbon reduction-related policies and strategies to reduce our footprint over time.

| Emissions by Category (MTCO _{2e}) | 2019 | 2020 | 2021 | % Change ('21 vs '19) |
|---|-------|------|-------|-----------------------|
| Total Scope 1 ² | - | - | - | - |
| Total Scope 2 ³ | 29.8 | 20.4 | 24.2 | (19%) |
| Total Scope 3 ⁴ | 361.0 | 63.5 | 130.0 | (64%) |
| Total Emissions | 390.8 | 83.8 | 154.2 | (61%) |

1. GHG Protocol (ghgprotocol.org) establishes comprehensive global standardized frameworks to measure and manage greenhouse gas (GHG) emissions. The GHG Protocol Corporate Accounting and Reporting Standard provides requirements and guidance for companies and other organizations preparing a corporate-level GHG emissions inventory
2. Scope 1 emissions for 2019, 2020 and 2021 are not applicable as Siris does not have emissions that occur from sources that are controlled or owned by the organization.
3. Scope 2 emissions for 2019 and 2020 only included emissions associated with Siris' New York, NY office space. 2021 Scope 2 emissions include emissions associated with Siris' New York, NY, and Palo Alto, CA office space. In some cases, monthly averages were used to estimate utilities.
4. Scope 3 emissions for 2019 and 2020 include Siris' business air, rail, and car travel for all employees, waste generation for Siris' New York, NY office space and employee commute data. Scope 3 emissions for 2021 include Siris' business air, rail, and car travel for all employees, waste generation for Siris' New York, NY, and Palo Alto, CA office space, but exclude employee commute data. Siris' financed emissions are not included in 2019, 2021 and 2022 Scope 3 data. For 2019, 2020 and 2021, rail emissions were estimated using spend-based method, and 2016 US Industries Commodities EEIO emission factors and waste-generated emissions were estimated using latest MSW Facts & Figures (2012).



Through engagement and monitoring, we are committed to integrating ESG considerations both at Siris and at our portfolio companies. From our investment decision making process to post-acquisition portfolio initiatives, we strive to continue identifying material ESG risks and improving ESG processes.

Although we have made significant progress, we recognize that ESG is a continuous and evolving journey. We look forward to continuing our legacy of community involvement while strengthening our ESG practices within our organization.



Environmental



Social



Governance



“We recognize that even small steps can meaningfully influence positive change and we embrace our responsibility to promote sustainable growth.”

Tracy Harris

ESG Committee Co-Chair, Partner,
Product Strategy & Investor Relations

Siris' current approach and future plans encompass the following goals and commitments:



ESG Integration

- Incorporate ESG considerations into Siris' pre-acquisition diligence and post-acquisition processes
- Periodically engage and collaborate with portfolio companies' leadership teams on material ESG risks
- Continue to incorporate ESG considerations into Siris' operations and encourage portfolio companies to adopt similar standards



Accountability and Transparency

- Continue our oversight of ESG related matters through Siris' ESG Committee, Operating Committee, and portfolio company boards
- Aim to strengthen our investor and stakeholder ESG reporting through the inclusion of key ESG metrics in our Annual ESG reporting. Continue periodic reporting to LPs on material developments
- Continue to prepare for public reporting in accordance with UN PRI guidelines beginning in 2023



Diversity, Equity, and Inclusion

- Actively promote diverse perspectives within Siris and its portfolio companies
- Continue to support external nonprofits that promote diversity, equity, and inclusion within the investment management industry
- Support strategies for improvement within our portfolio and to continue to monitor portfolio-wide diversity, equity, and inclusion metrics



Corporate Citizenship

- Provide meaningful employee engagement opportunities that benefit our local community
- Encourage employees to support non-profits, community organizations, and foundations to facilitate involvement in broader community initiatives which could include education, job training, arts and culture, and health
- Promote socially responsible behavior



Progress and Achievements

There is no guarantee that Siris will successfully implement and make investments in companies that create positive ESG impact while enhancing long-term shareholder value and achieving financial returns. To the extent that Siris engages with companies on ESG-related practices and potential enhancements thereto, such engagements may not achieve the desired financial and social results, or the market or society may not view any such changes as desirable.



Over the past few years, Siris has formalized its ESG program to build on historical processes that incorporated ESG factors into our investment process. Our formalized ESG program encompasses several key elements:

- Responsible Investment Policy, which seeks to align with the UN Principles for Responsible Investment, and where appropriate, guide our ESG investment philosophy
- ESG Committee oversight of ESG implementation
- Formal operational ESG deal due diligence process, driven by Siris' investment team
- DE&I program guided by our Diversity, Equity, and Inclusion Policy





ESG Integration Process

We believe that the thoughtful integration of ESG into our investment practices presents an opportunity to help achieve positive outcomes for our portfolio companies' constituents, including employees, customers, and communities. Beyond formalizing our existing practices, Sirius will continue to build upon its ESG-related policies and practices in line with globally recognized frameworks. Our ESG integration processes includes the following actions.

● Sourcing and Idea Generation

Strategically focus on potential opportunities in technology and technology related business models, eliminating certain types of industries that are normally excluded from the universe of ESG investing.

● Pre-Acquisition Diligence

As part of the pre-acquisition diligence process, perform preliminary due diligence and leverage third-party advisors to assess material ESG risks. Develop recommendations to mitigate identified risks, where applicable.

● ESG Committee Oversight

Present results of the ESG risk assessment to the ESG Committee for review and recommendations. Discuss and consider ESG-related diligence in the Investment Committee and decision-making process.

● Ongoing Monitoring & Benchmarking

As part of each new investment's 100-day plan, address material ESG risks and opportunities identified during the pre-acquisition diligence process. Monitor and define key ESG metrics, based on topic materiality and relevance. Integrate ESG, where appropriate, into board meetings and board committee charters.

● Exit Preparation

Continue to monitor and report on material ESG metrics in support of ESG positioning for the company upon exit.

ESG in Portfolio Management¹

We have implemented a series of steps to strengthen and improve ESG practices across our portfolio over the past year, including:

- Revamped portfolio company board structure to include (i) human capital committees with charters that address diversity, equity, and inclusion and (ii) audit and risk committees with charters that address other ESG topics
- Formalized audit and risk committee oversight of enterprise-wide risk and ESG topics, including environmental sustainability, cybersecurity, data privacy, anti-bribery and corruption, and employee conduct
- Added independent and diverse board of director members in portfolio companies to help ensure a diversity of thoughts and perspectives
- Conducted portfolio-wide ESG risk and maturity assessments by an independent third party and inclusive of a wide range of environment, social, and governance topics
- Continued portfolio-wide cybersecurity risk and maturity assessments, with an independent third party, covering policies, controls, and governance
- Collected portfolio-wide ESG metrics in line with industry-wide best practices, including the ESG Data Convergence Initiative
- Continued to host ongoing cross-portfolio forums to share ESG best practices with portfolio company leadership



2022 Portfolio-wide Best Practices Sharing

- DE&I
- Employee benefits and wellbeing
- Employee engagement
- Customer experience and satisfaction
- Employee retention and engagement
- Leadership training and development
- Cybersecurity
- Data privacy

1. Please refer to Page 2 for important information and disclaimer statements.

In November 2020, Siris established its ESG Committee under the guidance of its Managing Partners to lead Siris on its journey to build a comprehensive ESG program. The ESG Committee is comprised of senior leaders across the business who review ESG best practices and consider ways to incorporate such practices into our operations, investments, and portfolio company oversight activities.

“

“Influential ESG practices are dependent upon good governance and oversight. At Siris, we are committed to reviewing our ESG policies and procedures and enhancing our program appropriately.”

Sabina Haq

Chief Compliance Officer
and Senior Legal Counsel

ESG Committee Members



Jeffrey Hendren

ESG Committee Co-Chair,
Managing Partner



Tracy Harris

ESG Committee Co-Chair,
Partner, Product Strategy
& Investor Relations



Elias Mendoza

Partner and
Chief Operating Officer



Sandeep Guleria

Managing Director,
Investment Team



Sabina Haq

Chief Compliance Officer
and Senior Legal Counsel



Dan Goetz

Managing Director,
Value Creation



Diversity, Equity, & Inclusion

Siris' approach to Diversity, Equity, and Inclusion today is rooted in our founders' historic commitment to promoting diverse perspectives across our Firm. Our team has formalized this commitment by establishing a DE&I Council, publishing a DE&I policy and strengthening both firm-level and portfolio company DE&I metrics collection.

Diversity, Equity, and Inclusion Mission Statement

Siris is committed to a workplace culture that values and promotes diversity, equity, inclusion, and equal employment opportunities.

Siris Diversity Metrics¹

Percentage of Sirius employees and executive partners from diverse backgrounds (including gender).

| | |
|-----|-----------------------------|
| 38% | of Partners |
| 36% | of Investment Professionals |
| 50% | of Overall Firm |



Siris Firm-Level Approach to Diversity, Equity, & Inclusion



Govern and Engage

- DE&I council executes mission and periodically engages with external partners, and solicits internal feedback
- Formal DE&I Policy provides guidance and philosophy



Train

- Provide DE&I training: interviewing, inclusion, unconscious bias
- Establish career development tools and policies to enhance leadership diversity



Act

- Support and engage with non-profit organizations to support furthering DE&I initiatives within the investment management industry
- Continue to strengthen our program through periodically engaging with external DE&I advisors
- Build and strengthen diverse candidate pipelines



Measure

- Consistently monitor our team diversity, including the diversity of our candidate pools
- Provide qualitative feedback tools in annual review



Continuously Improve

- Foster a culture of inclusion and find opportunities to improve



In February 2022, Siris, in collaboration with its portfolio company Digital River, sponsored a virtual event in recognition of Black History Month.

Siris Co-Founder and Managing Partner Frank Baker conducted a fireside chat with a member of Digital River's Diversity and Inclusion Council. In the discussion, Frank reflected on his own personal experiences and career journey, the challenges of inequality, and the value and impact of diversity, equity, and inclusion.

The event was attended by more than 1,000 employees across Siris and its portfolio companies.



Citizenship & Philanthropy

As a firm, we are committed to contributing positively to the communities in which we operate and supporting initiatives to protect our natural environment.

We encourage our employees to support nonprofit organizations through volunteer efforts. The Sirius Citizenship Council engages with our employees by encouraging them to identify meaningful causes to support.

Corporate citizenship and community engagement are core to our organizational culture. Our corporate citizenship philosophy focuses on three pillars:



Learn

Support educational initiatives to enable individuals to develop the skillsets and knowledge base required to participate in the modern economy, including Private Equity and Technology. Support opportunities to help our employees learn how their actions can be more socially responsible for the benefit of both people and the planet.



Earn

Enable underprivileged groups to gain financial security through enabling increased access to professional roles in finance and technology industries.



Return

Engage with our community and our natural environment not only through financial support, but also through investment in time, networking, sponsorship, mentorship, and social capital.

CSR and Partner Organizations¹

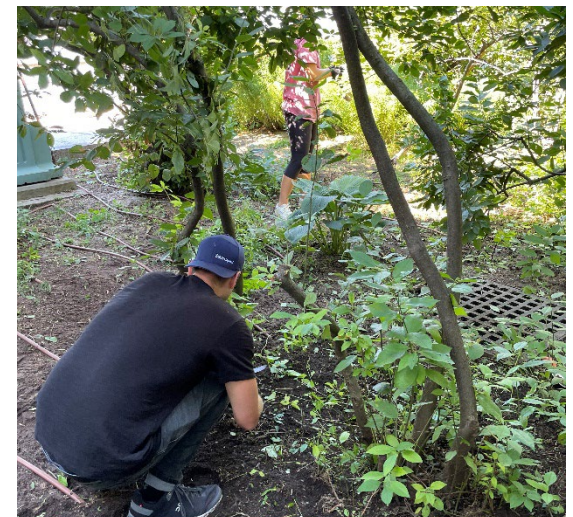
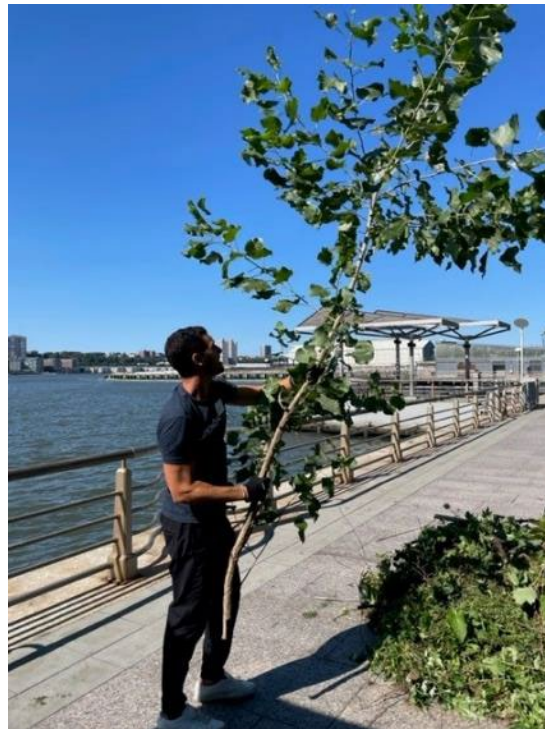
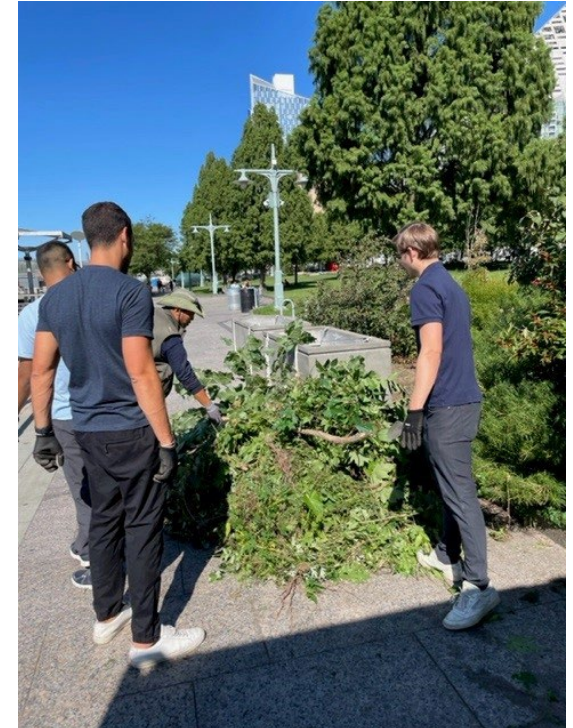
Siris proudly supports the following nonprofit organizations that align with our core citizenship values:



1. There can be no assurances that Sirius will continue to partner with such third-party firms in the future.

HUDSON RIVER PK FRIENDS

In September 2022, a team of Siris employees participated in a volunteer program to beautify and maintain Hudson River Park's waterside landscape. The Siris crew made a meaningful impact, collecting more than three cubic yards of debris that were repurposed for composting and redistributed back into the park. In addition to clearing overgrown areas, the crew collected almost twenty pounds of garbage and removed and destroyed non-native invasive species that negatively impact this fragile waterfront ecosystem. In addition to these volunteer efforts, Siris is proud to support Hudson River Park through a Corporate Partnership.





A Year in Review – ESG Across the Portfolio

The information in the portfolio metric and case studies herein has been provided by the respective portfolio companies. Siris does not make any representation or warranty, express or implied, as to the accuracy or completeness of the information. There is no guarantee that Siris will successfully implement and make investments in companies that create positive ESG impact while enhancing long-term shareholder value and achieving financial returns. To the extent that Siris engages with companies on ESG-related practices and potential enhancements thereto, such engagements may not achieve the desired financial and social results, or the market or society may not view any such changes as desirable.

A Year in Review – ESG Across the Portfolio



Throughout the past year, Sirius leadership executed a series of initiatives to strengthen and improve the ESG performance of our portfolio companies. Building on the baseline we established last year, we broadened the collection and monitoring of key ESG performance metrics. In tandem, we performed ESG risk and maturity assessments on our portfolio companies, which provided recommendations for continued improvement.



We are pleased to present our inaugural metrics outlining the DE&I and ESG performance of our **portfolio companies**.¹

1. Information was compiled in 2H'2022 for the year ended December 2021.

A Year in Review – DE&I Across the Portfolio¹



Siris’ commitment to DE&I is embedded in the culture of the firm. We recognize that our human capital allows us to create value, and we continue to encourage our portfolio companies to enhance the diversity of their management teams and talent pipelines, support causes that champion DE&I, and implement DE&I best practices. In 2022, Siris strengthened its collection of portfolio wide DE&I metrics and helped drive accountability for DE&I programs within its portfolio companies.



75%

Have a Diversity, Equity, & Inclusion charter



Have 30% or more of their US based workforce that identifies as female



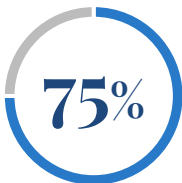
Have 30% or more of their US based workforce that is from an under-represented ethnic group



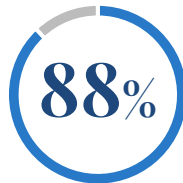
Have one or more board members that identify as female



Have one or more board members that is from an under-represented ethnic group



Have one or more non-executive board members



Conduct an annual employee engagement survey

In 2022, Siris portfolio companies welcomed five diverse directors to their respective boards:



Gail Johnson
CHRO at the Executive Leadership Council



Ami Olli
EVP and General Council of VMware



Cheryl Millington
EQ/Equiniti Director (Since '18), Director at AXA UK, Hays, and Atom Bank



Erin Nelson
CEO of Social Solutions



Jill Larsen
Chief People Officer at PTC, Director at Definitive Healthcare, Sterling



1. Refer to page 2 for important information and disclaimer statements. Information was compiled in 2H'2022 for the year ended December 2021.

Across our portfolio companies, Siris has identified the following key ESG metrics based on existing ESG frameworks such as SASB², TCFD³ and the ESG Data Convergence Initiative⁴:



Environmental

 **3 of 8**

Measure renewable and non-renewable energy consumption

 **2 of 8**

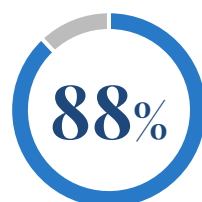
Measure Scope 1 and Scope 2 emissions

 **2 of 8**

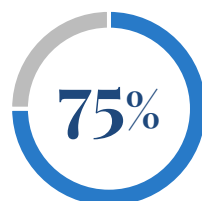
Have a Waste and/or Water Management Policy



Social



Have a Business Continuity Plan



Have a Data Security and Privacy Policy



Report number of employee volunteer hours



Governance

88%

Have an Anti-Discrimination/ Harassment Policy

75%

Have an Anti-bribery and Corruption Policy

75%

Have a Whistleblower Policy

25%

Have an ESG/ Sustainability Policy



6 of 8

Provide Cybersecurity Policy Training



5 of 8

Provide Code of Conduct training

1. Refer to page 2 for important information and disclaimer statements. Information was compiled in 2H'2022 for the year ended December 2021.
2. The Sustainability Accounting Standards Board (SASB) Standards (www.sasb.org) enable organizations to provide industry-based sustainability disclosures about risks and opportunities that affect enterprise value. SASB Standards identify the subset of environmental, social and governance issues most relevant to financial performance and enterprise value for 77 industries.
3. The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) (www.tsb-tcf.org) to improve and increase reporting of climate-related financial information.
4. ESG Data Convergence Initiative (www.esgdc.org): "The ESG Data Convergence Initiative is an open partnership of private equity stakeholders committed to streamlining the private investment industry's historically fragmented approach to collecting and reporting ESG data."



Case Studies

ESG goals are aspirational and not guarantees or promises that all goals will be met. The select investments presented herein are provided to illustrate the application of Siris Capital's ESG strategy with respect to certain of its portfolio investments only, and do not bind any investment decisions or the management or stewardship of any funds managed by Siris Capital for the purpose of Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector unless otherwise specified in the relevant fund documentation or regulatory disclosures.

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Electronics for Imaging Inc. (“EFI”)

EFI is a global technology company leading the transformation of analog to digital imaging with its printer and inkjet ink technologies and productivity software.

As an innovator in the digital printing and inkjet ink technology space, EFI has been driven by a passion to help its customers save energy, reduce costs, enable new digital applications, and minimize waste.

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Providing Opportunities for At-Risk Youth

The Mariano Rivera Foundation brings mentorship, life skills, STEM education, and vocational training to at-risk youth. Supported by EFI and other industry vendors in the printing industry, the Foundation is helping create a valuable pipeline for much-needed talent. This year, the Foundation began offering vocational training in their PDPD (Print, Design and Package Development) program and in September graduated their first class of students. Among the graduates – six students had completed the full set of EFI Fiery Professional Certifications!

Sustainable Product Innovations

During 2022, EFI commercialized two printers: the EFI Reggiani ecoTERRA and the VUTEk Paper Pro printer, both of which offer sustainable printing solutions. Both printers utilize water-based inks, which reduce both carbon emissions and Volatile Organic Compounds (VOCs). Water based inks do not require solvent cleaning which results in a more sustainable manufacturing process.

The EFI Reggiani ecoTERRA is an all-in-one solution for water-based pigment printing and requires no ancillary equipment for pre- and post-treatment. The EFI Reggiani ecoTERRA eliminates the need for steaming or washing textiles prior to printing. As a result, users can achieve superior printing results while using less time, water, and energy.

The VUTEk Paper Pro Printer, designed for high volume paper-based printing applications, utilizes an ink recirculation system which reduces purging, maintenance needs and stoppages, saving costs associated with ink and media waste. The VUTEK Paper Pro allows users to create large scale signage, such as billboards and posters that are recyclable.

Supporting a More Sustainable Industry



EFI is proud to be a gold patron of the Sustainable Green Printing Partnership (SGP), the leading certification authority in sustainable printing. EFI supports SGP's mission to promote and advance the sustainability of the printing industry. The SGP provides the printing industry a valuable network to share expertise and best practices with their certified printers and as well as other industry participants.

*Data as of October 2022



EQ

EQ is an international technology-led services and payments specialist providing expert shareholder, pension, remediation, and credit services. With over 5,000 employees, EQ supports 36 million people in 120 countries. EQ's purpose is to care for every customer and simplify every transaction, delivered with less of an impact on the environment.

EQ's ambition is to ensure growth in a responsible and sustainable way. For EQ that means advocating for customers, local communities, suppliers, colleagues, and the environment in all decisions. EQ is committed to embedding principles of responsible business through collaborative partnerships and strong governance.

ESG Awards and Recognition

- Consumer Inclusivity Initiative Award 2022¹
- Governance, Risk & Compliance Program of the Year at the Agility 2022²
- Award for Excellence in CSR and Sustainability at the Economic Times Ascent 2022³
- Top Employer UK Certification⁴

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Commitment to Carbon Reduction

During 2022 EQ published a [carbon reduction plan](#) and adopted carbon reduction targets in line with the Paris Agreement, committing to an absolute carbon reduction for the whole of EQ Group of 46.2% by 2029. This target supports keeping global temperatures below 1.5c, compared to pre-industrial levels. EQ has also committed to achieving net zero across scope 1, 2 and 3 emissions by 2040.

Diversity, Equity, & Inclusion

EQ was awarded Top Employer status in the UK for 2022, exceeding benchmark scores throughout the Diversity & Inclusion section. Additionally, EQ was named as a finalist for 'Best Diversity & Inclusion Strategy' at the prestigious HR Excellence Awards 2022.

EQ received the Consumer Inclusivity Initiative Award at the Public Trust Awards 2022 from the Chartered Insurance Institute. The award recognized EQ's achievements in delivering products and services that are accessible to all. EQ delivered customer training to more than 600 frontline colleagues, helping them identify vulnerabilities and updating our Compendia Touch software to record vulnerable customer needs, including how a member wants to interact with the company.

EQ has four employee led networks (Gender, Multicultural, LGBT+, Disability & Mental Health). An Executive Sponsor and the D&I Council provide oversight to each network. Today there are more than 300 active members and D&I became a staple of EQ's communications narrative. The EQ networks help embed D&I into the Company's corporate values. For example, the EQ multicultural network consulted with the business in its response to the issues raised by Black Lives Matter.

EQ India Wins National Award for Excellence in CSR and Sustainability



ETascent

1. Consideration for the Consumer Inclusivity Initiative Award 2022 was based on the 2020-2021 time period. The award required an application and an application fee of less £500. Award recipients were chosen on September 15, 2022 by the Chartered Insurance Institute based on criteria listed here ([CII Public Trust Awards - Award categories](#)).
2. Consideration for the [Governance, Risk & Compliance Program of the Year](#) at the Agility 2022 was based on the calendar year of 2022. The award required an application but did not require an application fee. Award recipients were chosen on September 23, 2022, LogicGate, Inc. based an open voting process.
3. Consideration for the [Award for Excellence in CSR and Sustainability](#) at the Economic Times Ascent 2022 was based on the 2021-2022 time period. The award required an application and an application fee of INR 70,000. Award recipients were chosen on September 21, 2022 by FUN AND JOY AT WORK ([funandjoyatwork.com](#)) based on a review of the application and materials provided.
4. Consideration for [Top Employer UK Certification](#) was based on the calendar year of 2021. The award required an application and an application fee. Award recipients were chosen in January 2022 by the Top Employers Institute based on a questionnaire and independent audit.

*Data as of October 2022



EQ

EQ is an international technology-led services and payments specialist providing expert shareholder, pension, remediation, and credit services. With over 5,000 employees, EQ supports 36 million people in 120 countries. EQ's purpose is to care for every customer and simplify every transaction, delivered with less of an impact on the environment.

EQ's ambition is to ensure growth in a responsible and sustainable way. For EQ that means advocating for customers, local communities, suppliers, colleagues, and the environment in all decisions. EQ is committed to embedding principles of responsible business through collaborative partnerships and strong governance.

ESG Awards and Recognition

- Consumer Inclusivity Initiative Award 2022¹
- Governance, Risk & Compliance Program of the Year at the Agility 2022²
- Award for Excellence in CSR and Sustainability at the Economic Times Ascent 2022³
- Top Employer UK Certification⁴

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Excellence in Community Service

EQ India was recognized for Excellence in CSR and Sustainability at the 2022 Economic Times Ascent Awards. During 2022 the EQ India team worked hard on new social initiatives, including helping with a tree planting drive and renovating a pond in a village near Chennai to provide local access to sufficient water. The team is also just months away from completing the renovation of two new classrooms for a rural school where the pupils currently must have their lessons outside because of the dilapidated state of the building.

“

We are honored to receive this award from The Economic Times for our work in CSR and sustainability. We're so proud to help make a difference to the education of all the school children who have nowhere indoors to sit. But there is more to do and our forward-thinking CSR committee are dedicated to making a positive contribution in our society.”



Nikhil Raj

EQ India's Human Resources Director

Award-winning Governance Risk & Compliance

EQ's implementation of LogicGate won the award for Governance, Risk & Compliance Program of the Year at the third annual Agility Conference 2022, held in Chicago. This event recognizes some of the most prominent organizations worldwide and celebrates industry experts who are true experts in risk and compliance.



*Data as of October 2022
Please see previous page for award sources



Travelport

Travelport is a global technology company that powers bookings for hundreds of thousands of travel suppliers worldwide. Buyers and sellers of travel are connected by the company's next generation marketplace, Travelport+, which simplifies how brands connect, upgrades how travel is sold, and enables modern digital retailing. Headquartered in the United Kingdom and operating in more than 180 countries around the world, Travelport is focused on driving innovation that simplifies the complex travel ecosystem.

Environmental Sustainability

Travelport is adopting a best-in-class approach for improving the environmental sustainability of both its operations and the travel industry it supports, and ultimately aspires to make a positive contribution to the natural environment. To achieve this, the company is undertaking a wide range of activities that are focused on ensuring it:

- Achieves net zero greenhouse gas emissions by no later than 2050
- Enables travel buyers to make sustainable choices

In 2022, Travelport joined global sustainable travel coalition, Travalyst. As part of the group, it is now working alongside some of the world's largest travel companies and service providers to help resolve the travel industry's greatest challenges in sustainable travel.

One of Travelport's top priorities for 2023 is to reduce the environmental impact of its data centers, primarily by avoiding emissions through the purchase of renewable energy and reducing energy and water consumption through efficient data center practices.

Social Sustainability

Travelport is focused on two areas of social sustainability: Diversity, Equity, and Inclusion (DE&I), and giving back to the community. For DE&I, the company is driving accountability by developing the skillsets and mindsets of people at all levels and by collecting data, insights and metrics that allow it to continually learn and develop a truly diverse workforce and inclusive place to work. The company also recently joined **IATA's 25by2025 initiative** and, in doing so, committed to increasing the number of women in senior positions and under-represented areas.

In 2022, Travelport also committed to giving back on a larger scale by forging a global partnership with **Save the Children UK** to support the hardest hit areas of the world where children are in need. After an initial \$100,000 donation to support children impacted by the crisis in Ukraine, the company is now attempting to raise another \$100,000 in partnership with employees to help tackle the global hunger crisis.

Governance

Travelport is committed to operating in an ethical manner, underpinned by its core values. In 2023, the company aims to establish a formalized ESG committee that will report to the Audit and Risk Committee. This committee will be responsible for monitoring and advising Travelport's management team regarding all ESG matters of relevance and significance to its operations.

Digital River

Digital River is a leading provider of e-commerce solutions. Companies of all sizes rely on Digital River's multi-tenant SaaS commerce, payments and compliance services to manage and grow their online, direct-to-consumer businesses.

Digital River promotes a company culture in which all employees feel a sense of belonging, enabling them to feel valued, respected, engaged, and to reach their full potential.

ESG Awards and Recognition

- 2022 Star Tribune Top Workplace¹
- Top Workplaces Culture Excellence Award for Work-Life Flexibility²
- Technical Inclusion Conference Top 50 Diversity Officer in Tech³

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Award-winning Culture

In 2022, Digital River was recognized by the Star Tribune as a Top Workplace National Standard Setter. This is the second year that Digital River has received this recognition. Digital River also received a "Culture of Excellence" award for work-life flexibility from Top Workplace awards as well in both 2021 and 2022. Digital River's recognition is a reflection of the differentiated culture that is focused on innovation, shared knowledge, personal ownership, excellence, and uniqueness.



Community Outreach

Digital River demonstrated its culture of service in 2022 by supporting community organizations. In recognition of World Autism Acceptance Month, Digital River supported the RUN FOR AUTISM, a virtual event presented by the Organization for Autism Research (OAR). To assist needy families during the holiday season, each November for the past three years, Digital River volunteers have sold "Turkey Coupons" for the ICA Food Shelf in Minnetonka, Minnesota. Digital River also donates used equipment to Minnesota Tech for Success Program. Minnesota Tech for Success recycles, and repairs donated computers to refurbish them for schools and educationally focused community organizations. Minnesota Tech for Success programs enable digital equity by providing technology access to underserved communities.

Leadership in Diversity

Digital River joined the growing list of companies whose CEOs have signed the CEO Action for Diversity & Inclusion™. CEO Action for Diversity & Inclusion™ is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. More than 2,300 CEOs have signed on to this commitment. All the CEO signatories of the commitment serve as leaders of their companies and are devoted to implementing leading diversity and inclusion practices within their workforce. Additionally, Digital River's Diversity & Inclusion Officer was recognized by the Technical Inclusion Conference as a Top 50 Diversity Officer in Tech.

Employee Health & Engagement

In addition to philanthropic and volunteer opportunities, Digital River offers many fun and creative ways to engage its employees. Team members participate in "bring your dog to work" day and regular holiday celebrations. As part of Digital River's holistic approach to employee health, remote employees are offered one-on-one ergonomic assessments with a trained ergonomic risk assessment. Each employee completing this assessment receives a report with all the necessary advice and recommendations for creating a safe and healthy workspace as well as a recommended exercise program.

1. Consideration for the 2022 Star Tribune Top Workplace was based on an employee survey conducted January 2022. The award did not require an application, however, Digital River paid \$5,355 to participate in the survey. Award recipients were announced June 2022, by the Star Tribune. [Award criteria is listed here.](#)
2. Consideration for the Top Workplaces Culture Excellence Award for Work-Life Flexibility based on an employee survey conducted January 2022. The award did not require an application, however, Digital River paid \$5,355 to participate in the survey. Award recipients were announced June 2022, by the Star Tribune. [Award criteria is listed here.](#)
3. Consideration for the Technical Inclusion Conference Top 50 Diversity Officer in Tech was based on the 2022 time period. The award was based on a nomination process and did not require an application. Award recipients were chosen on September 26, 2022, by the Tech Inclusion Conference based on [criteria listed here.](#)

*Data as of October 2022



Mavenir

As a global (US-headquartered) telecommunications leader with 37 offices across 25 countries, Mavenir is committed to ensuring a healthy, inclusive, and diverse workforce; promoting community involvement; and advancing environmental performance; enabling representation, equity and belonging for all team members across Mavenir's global sites.

ESG Awards and Recognition

- TrustRadius Tech Cares Award 2022¹

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Caring for our Communities through MAVcares – Global CSR Initiative

In February 2022, Mavenir proudly launched a global Corporate Social Responsibility (CSR) program – MAVcares – a way for all global Mavenir employees to give back, unified by the mantra: “United for Change.” The program introduced a new MAVcares platform providing a way for employees, company-wide, to purposefully donate, volunteer, and take action on social issues.

Mavenir chose ten charities, under six pillar causes, to support in 2022. Corporate matching funds are equally distributed to Mavenir's chosen pillar causes and associated charities:

- **Support for Children with Hearing Loss** - [AG Bell](#)
- **Supporting People with Disabilities** - [Enable India](#)
- **Empowering Girls' Education** - [Malala Fund](#) and [Akshara Foundation](#)
- **Protecting Our Environment** - [Natuskyddsforeningen](#) and [World Wildlife Fund](#)
- **Fighting Hunger** - [Rise Against Hunger India](#) and [An Egg a Day Project](#) and [Network of Community Ministries](#)
- **Eliminating Poverty** - [Miracle Foundation](#)

Mavenir has initiated a volunteer program, giving all global staff eight hours annually of Company-Paid Time Off for volunteerism, encouraging employees to participate in global Giving Days, in support of Mavenir's pillar causes. The first round of global MAVcares Giving Days were hosted in the Spring and Fall of 2022, with over 2,000 hours volunteered by 480+ global volunteers at 41 Giving Day events.



During 2022 Mavenir's ESG efforts were recognized with a Tech Cares Award from TrustRadius, one of the most trusted research and review platforms. The award celebrates companies that have gone above and beyond to provide impactful corporate social responsibility (CSR) programs for their employees and surrounding communities.

1. Consideration for the TrustRadius 2022 Tech Cares Award was based on 2021 programs. The award required an online nomination, with no fees for nomination or award acceptance. Award recipients were awarded in October 2022 by TrustRadius based on their research team's evaluation, using the [criteria detailed here](#).

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ESG Awards and Recognition

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Creating Equitable Employee Experiences

Over the past year, Mavenir has made great progress in furthering its ESG commitments, with emphasis on equitable employee experiences for its growing and hybrid workforce. In addition to driving internal initiatives to promote the advancement of Diversity, Equity, Inclusion and Belonging (DEIB), Mavenir became a founding member of the **Telecom Infra Project (TIP) Diversity Committee**, earning a co-chair seat on the council in 2022. The committee seeks to further the business value of diversity in its many forms – from diverse (particularly gender-diverse) representation in the workplace, to diversity of supply chain across the Telecom industry. Together, with its TIP partners, Mavenir continues to bring important discussions around DEIB to the forefront, from promoting diverse representation at industry events, to sharing best practices for diverse talent acquisition and retention.

To provide equitable onboarding experiences during the pandemic, Mavenir launched an innovative New Joiner program - Mavenir's New Joiner Corner is a virtual destination for all new employees to get started with onboarding activities, familiarize themselves with frequently used portals and tools, virtually "meet" leadership teams, and understand Mavenir's business portfolio. The portal includes a New Joiner Training section with training and course materials, tailored for new joiner learning and success. The development of this platform has allowed Mavenir to create an inclusive team environment for all employees, regardless of whether they work remotely, hybrid or in-office. The New Joiner program has positively impacted employee engagement – as all employees have a centralized platform with common employee experiences and events.

External ESG Disclosure & Transparency Actions

Mavenir engages with several leading organizations to disclose and provide transparency of its corporate sustainability practices. Mavenir is a signatory of the United Nations Global Compact and has disclosed to the CDP-Climate since 2018. Mavenir participates in the Telecommunication Industry Association's (TIA) QuEST Sustainability Assessment program. In 2022, Mavenir was awarded the prestigious EcoVadis Bronze medallion for its commitment to sustainability and corporate social responsibility by the EcoVadis rating agency, the world's largest provider of business sustainability ratings.²

1. Please see previous page for award sources

2. EcoVadis.com

*Data as of October 2022

Constant Contact

Constant Contact delivers for millions of small businesses and nonprofits worldwide with powerful tools that simplify and amplify digital marketing. Whether it's driving sales, growing a customer base or engaging an audience, Constant Contact delivers the performance and guidance to build strong connections and generate powerful results.

Constant Contact is committed to fostering a culture of connection. Constant Contact employees build strong relationships with each other so that everyone feels included, supported and heard. Constant Contact employees close the gap between “what is” and “what can be” through innovation, advocacy and with a deep sense of integrity.

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Diversity and Inclusion

Constant Contact continues to strengthen its commitment to diversity and inclusion. The launch of new company values serves as a foundation for the work done and community created by employees. The value “You Belong Here” galvanizes the company's commitment to an inclusive work environment. Unique trainings on DEI and Belonging topics are driving continuous learning; 93 employees have taken over 325 courses in the few months since launching.* Additionally, to further diversify the talent pool for all jobs, Constant Contact has partnered with Broadbean to post all open job requisitions on 19 unique diversity job boards. Ten Affinity Groups continue to be an integral part of the culture at Constant Contact. Group sizes range from 22 to 113 employees. During 2022 the company increased its commitment to our LGBTQIA+ employees and allies by sponsoring PRIDE events throughout our office locations, and partnering with the National LGBT Chamber of Commerce (“NLGCC”) to ensure all Pride promotional items were purchased through LGBTQIA+ owned businesses. In 2023, Constant Contact is expanding fertility benefits to support family planning across all employee groups. To demonstrate a commitment to DEI efforts, Constant Contact has submitted a nomination for the Everest I&D Impact Awards in the Inclusion category, which focuses on progress made towards a culture of inclusiveness.

Green Initiatives and Community Engagement

Constant Contact strengthened its partnership with the Thompson Island Outward Bound Education Center by participating in their annual 4K race and a volunteer day in October. Constant Contact also began new partnerships with Cradles to Crayons, a Massachusetts-based nonprofit providing resources to homeless and low-income children, and Grace Marketplace, a Gainesville-based customer with one goal in mind: to end homelessness. Constant Contact held events near office locations and promoted opportunities to all employees to volunteer at local food banks during the season of giving to provide meals to those in need.

Internet Governance and Cyber Security

Constant Contact continues its progress on ensuring that its ability to deliver large-scale digital marketing campaigns directly to target audiences is not misused by cyber-criminals. To that end, Constant Contact has made Multi-Factor Authentication available to all customers for free as a means to combat cyber crime and has made it compulsory for large-scale customers, government and non-government organizations. Also, Constant Contact has robust procedures for quickly identifying and removing campaign content that has been deemed to be fraudulent or unauthorized. By helping ensure that the platform will not be used as a vehicle to spread damaging content, Constant Contact is delivering a socially responsible service.

*Data as of October 2022

Newfold Digital ("Newfold")

Newfold is a leading web technology company serving millions of small to medium businesses globally to build a digital presence that delivers results.

Newfold believes in fostering a culture that encourages everyone regardless of race, gender, ethnicity, sexual orientation, religious affiliation, or social economic background to feel comfortable being their authentic selves at work. Newfold is committed to embracing its employees' differences and creating an open and inclusive environment that will help everyone achieve their full potential, and ultimately help bring about positive outcomes for colleagues, customers, and the communities they represent.

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Supporting the LGBTQIA+ Community around the Globe

Newfold proudly supports LGBTQIA+ across our global communities. In April 2022, the Jacksonville, Florida Newfold team generously supported the 2022 Strides for Pride, a fun filled 5k to benefit JASMYN. JASMYN is a non-profit organization that empowers LGBTQIA+ youth through leadership, advocacy, resources and a safe and confirming community. In August, the Newfold Digital's team in Wijchen, The Netherlands celebrated Pride together from their well decorated boat as a floating participant in the Amsterdam Pride Canal Pride!

We will never Forget

In April 2022, nearly 200 Newfold employees joined together in a virtual event hosted by the Jewish@Newfold Affinity Group and the United States Holocaust Memorial Museum. During the event, attendees had a once-in-a-lifetime opportunity to hear from Holocaust survivor Rae Goldfarb as she shared stories about her childhood in Doksycyca, Poland, life under Nazi rule and her eventual escape from a Jewish ghetto.

Parenting with a Career Panel Discussion

In recognition of the unique challenges faced by working Parents, the Parents@Newfold affinity group hosted an optional event for Newfold team members. Hosted in September as many employees faced the start of another school year, this interactive event was designed to offer support and advice on a myriad of topics including nutrition, managing unexpected school closures, and dealing with traditional milestones such as starting kindergarten or graduating from high school.

Heart Healthy Communities

In May 2022, the Newfold Jacksonville team sponsored an American Heart Association's Go Red for Women luncheon in Jacksonville. According to the AHA, "cardiovascular disease in the No. 1 killer of women, but the simple truth is that most cardiovascular diseases can still be prevented with education and healthy lifestyle changes." The Newfold team was honored to step up to provide an opportunity for women in their local community to learn how to improve their health.

*Data as of October 2022

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Giving Around the Globe

Throughout the year, Newfold sponsors several charitable programs around the globe. During 2022 in India, Newfold sponsored two preschools through [SHEH Foundation](#). Newfold’s sponsorship provided covered uniforms, shoes, and bags for 180 children, as well as infrastructure and faculty salary costs. Newfold also worked with [ThinkSharp](#) Foundation to sponsor 12 digital classrooms, 12 libraries and computers in 4 schools, which provided educational benefits for 2,492 children. Other 2022 charitable activities included a donation of school supplies to local areas in Brazil and a partnership with St. Jude Cancer Care Center in Mumbai to sponsor 11 Family Units and to donate operational expenses.

ESG Awards and Recognition

- Silver Globe® for Women-Run Workplace of the Year in the 2022¹
- Top 100 Best Leadership Teams²
- Number-one woman-led business in Florida by The Commonwealth Institute³
- SILVER STEVIE® WINNER- Woman of the Year - Business Services Industries⁴
- SILVER STEVIE® WINNER- Information Technology Executive of the Year⁵



1. Consideration for the Silver Globe® for Women-Run Workplace of the Year in the 2022 was based on the 2022 time period. The award required an application, and an application fee of \$480. Award recipients were chosen in September, 2022 by The Globe Awards based on [criteria listed here](#).
2. Consideration for the Top 100 Best Leadership Teams was based on the time period of June 2021 – June 2022.. The award required an application but did not require an application fee. Award recipients were chosen in July 2022 by Comparably based on [criteria listed here](#).
3. Consideration for the Number-one woman-led business in Florida by The Commonwealth Institute was based on the calendar year of 2021. The award required an application but did not require an application fee. Award recipients were chosen in June 2022 by The Commonwealth Institute-Florida and Kaufman Rossin based on [criteria listed here](#).
4. Consideration for SILVER STEVIE® WINNER- Woman of the Year - Business Services Industries was based on the 2020 – 2021 time period. The award required an application, and an application fee of \$335. Award recipients were chosen in April 2022 by the American Business Awards based on [criteria listed here](#).
5. Consideration for SILVER STEVIE® WINNER- Information Technology Executive of the Year was based on the 2020 – 2021 time period. The award required an application, and an application fee of \$255. Award recipients were chosen in April 2022 by the American Business Awards based on [criteria listed here](#).

*Data as of October 2022



TPx

TPx helps businesses navigate the complicated and evolving IT landscape. As a leading nationwide managed services provider, TPx helps businesses simplify operations, optimize networks, improve productivity, reduce costs and keep IT environments secure.

TPx is a leading nationwide managed service provider focused on the success of small- and medium-sized businesses. TPx's customer service and affordable products make it a partner of choice for many non-profits and community-based businesses.

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DEI Efforts

In 2022, TPx focused on demonstrating its commitment to diversity, equity, and inclusion. With an executive leadership team comprised of 56% women, this diverse tone at the top was emphasized through an Executive Op Ed Series, which was published monthly in the company newsletter, highlighting the diversity in gender, ethnicity, and sexual orientation in Company leadership. These articles showcased the unique perspectives on the importance of DEI at TPx.

TPx women also won numerous individual awards in 2021-22 in support of their commitment to gender diversity and leadership, including CRN's 2022 Women of the Channel List, 2022 Channel Futures Networking & Connectivity Channel Leaders List, and Sandler Partners Channel Managers of the year. Additionally, TPx's CEO was named as a recipient of the Channel Futures DE&I 101 award for driving diversity, equity, and inclusion in the information and communications technology channel through actions and leadership at TPx.

In Q2 and Q3, TPx DEI Leadership, in coordination with the Learning and Development team, conducted 11 live training sessions on unconscious biases. The training attendance rate averaged 74% of the company's employees. Each session included a 20-30 minute breakout session consisting of 10-12 employees who engaged in dialogue about their experiences.

Community Service

In 2022, TPx also kicked off its inaugural Days of Service program encompassing 20 service projects (both in person and virtual) in 15 cities across the country performed by TPx employees for the benefit of local charitable organizations. Over 250 TPx employees registered to participate in the first annual Days of Service program and dedicated a combined 874 hours of their time to making a positive impact in their local communities by supporting initiatives that serve underprivileged groups. Throughout the year, TPx employees participated in charitable events like Arrow's Tee up for Kids golf tournament, helped fundraise money for different organizations like Advocates, which support social, economic, and health justice, and served on multiple boards, including First Tee of Sacramento. These are just a few examples of philanthropic efforts by TPx employees, which are commonplace at the company.

*Data as of October 2022



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ESG Awards and Recognition

- Channel Futures Networking & Connectivity Channel Leaders list¹
- CRN's 2022 Women of the Channel List²

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Materials Sourcing

In an effort to mitigate the impact of potentially critical materials within its supply chain, TPx made strides in its materials sourcing by adopting a Business Partner Code of Conduct in Q2. Through this Code of Conduct, TPx sets expectations for its business partners on, among other things, important issues of ethical, social, and environmental responsibility. The expectations are included in agreements with business partners, thereby encouraging stronger commitment and providing TPx a potential enforcement avenue.

Customer Projects

The Children's Rescue Fund (CRF) is a not-for-profit in New York City that provides temporary housing and support services for homeless mothers and children. The not-for-profit organization staffs between 200-300 employees at any given time, which is why having reliable and flexible communication technology for its team is so important. By implementing TPx's communications products and services, CRF employees have more flexibility in how they schedule their workdays, including a new ability to work from home. Increased communication, connectivity, and flexibility help CRF employees facilitate the services and resources necessary to build a stronger local community.

The mission of Boys & Girls Clubs of Hawaii (BGCH) is to enable all young people — especially those who need it most — to reach their full potential as productive, caring, and responsible citizens. Nonprofits are popular targets of cybercriminals due to their large database consisting of personal, account, and payment information of donors and board members. BGCH wanted to reduce the threat of cyberattacks, protect donor data, and prevent employees from clicking unsafe links. BGCH chose to implement TPx's Security Training Program, which is fully managed by TPx. After the implementation of TPx's Security Awareness Training program, cybersecurity metrics continued to improve. The program has enabled BGCH employees to know how prevent cyberattacks and safeguard important data, so that they can focus their attention on what matters most: helping kids reach their full potential.



1. Consideration for the Channel Futures Networking & Connectivity Channel Leaders list was based on the 2022 time period. The award did not require an application. Award recipients were chosen in November 2022 by Channel Futures (www.channelfutures.com) based on their companies' market share, growth potential, strength of partner network, scope of partner program and the individual's impact on the partner ecosystem.
2. Consideration for CRN's 2022 Women of the Channel List was based on 2022. The award required an application but did not require an application fee. Award recipients were chosen in May 2022 by CRN (www.crn.com) based on an applicant questionnaire.

*Data as of October 2022



Final Reflections

As 2022 draws to a close, we, at Siris, reflect on all that we have accomplished across our ESG program this year. Siris and its portfolio companies continue to make progress to strengthen ESG and diversity, equity, and inclusion programs, support local communities, and implement best practices. However, there still remains much to accomplish at both the Siris and portfolio company levels.

Siris will continue to build out its firm-level ESG program and support its portfolio companies as they mature and grow their ESG practices. We remain committed to considering ESG factors in our investment process, in our organization, and in how we interact with the broader communities in which we operate. We believe this is "good business" and look forward to sharing our continued progress in 2023.

The Siris Capital Team

