**EFI is a global technology company leading the transformation of analog to digital imaging with its printer, inkjet ink technologies and professional services.**

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.

# 80%

Reduction in waste when the Nozomi is compared to alternative printing types

# 50%

Average reduction in Global Warming Potential versus analog

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# Case Studies: Electronics for Imaging

## Sustainable Innovations

This year, EFI commercialized a printing solution, the Nozomi 14000 LED single pass printer, bringing environmental sustainability innovations to the corrugated and display graphics market at a time when manufacturers are working to reduce their environmental footprints. According to a Life Cycle Assessment of the Nozomi, the Nozomi 14000 decreases energy consumption by about 30% compared to typical analog printers, showcasing energy efficient productivity. The printing process also emits virtually no volatile organic compounds (VOCs), and the presses do not require water for cleaning, decreasing water use by about 45% versus analog printing. The Nozomi platform output is the only single pass inkjet offering that is certified for Old Corrugated Containers (OCC) recyclability and repulpability by the Western Michigan University Recycling, Paper, and Coating Pilot Plant. Without the creation and disposal of printing plates and with the more efficient make-ready/pre-press and Just-In-Time (JIT) production approaches, the Nozomi also reduces waste by about 80% compared to alternative printing types. With an average reduction in Global Warming Potential by over 50% versus analog, EFI is reducing the environmental footprint and costs for the end users of its products.

## ESG Program Development

In addition to improving the environmental sustainability of its products, EFI is committed to developing its internal ESG programming. In 2022, the company published its inaugural ESG Report, outlining its commitments and priorities and providing insight into its initiatives. For the report, the company calculated energy and emissions data for 8 of its Manufacturing facilities in accordance with the GHG Protocol. The company also published the Nozomi UV inks EPD. Moving forward, the company plans to develop a pathway to reduce its emissions.

**EQ**

## Equiniti is an international technology-led services and payments specialist providing expert shareholder, pension, remediation, and credit services.

With over 6,000 employees, Equiniti supports 36 million people in 120 countries. Equiniti's purpose is to care for every customer and simplify every transaction delivered with less of an impact on the environment. Equiniti is committed to embedding principles of responsible business through collaborative partnerships and strong governance.

# 6,000
Employees

# 2040
Net zero carbon reduction target date

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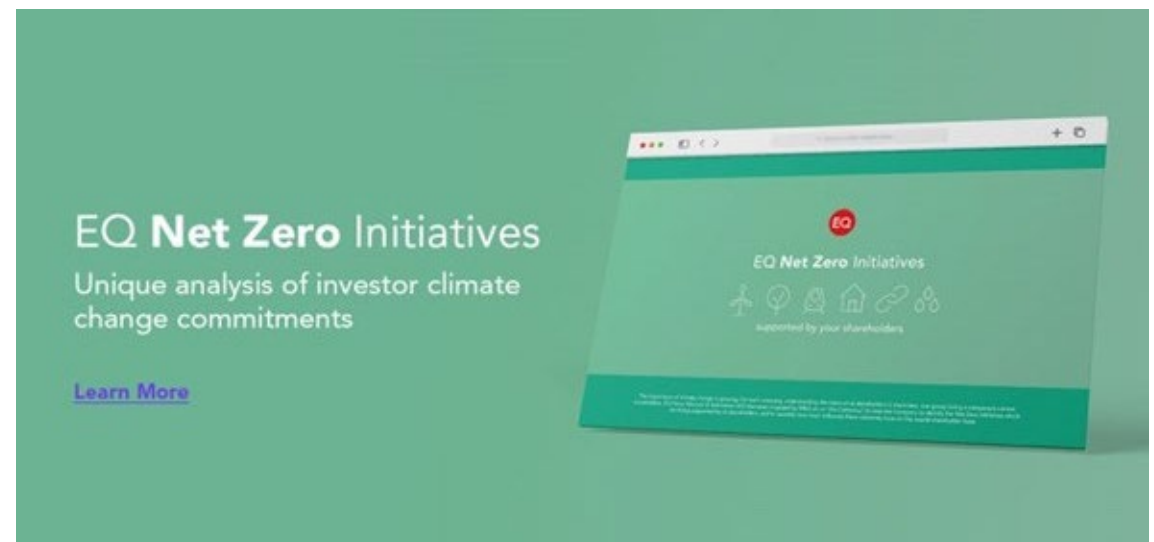
# Case Studies: Equiniti

## Carbon Reduction Commitment Eco Pledge

Dedicated to sustainable growth, Equiniti has adopted carbon reduction targets, committing to a reduction in absolute carbon emissions of 46.2% by 2029 and achieving net zero emissions by 2040. The company has also launched an Eco Pledge for its employees. The pledge, developed by Equiniti's Eco Network, includes seven sustainability principles for employees to follow in their work lives, helping reduce the company's carbon footprint. Over 2,700 Equiniti team members have signed the pledge.

## Strengthening the Employee Voice

This year, Equiniti enhanced its focus on employee engagement, introducing monthly employee surveys, regular global town-halls, and active listening sessions with employees. Since January 2023, 90% of employees have participated in at least one monthly survey, providing important feedback to the leadership team. The initiatives have helped improve employee retention and have resulted in a significant improvement in eNPS, which measures employees' overall sentiment and outlook.  Overall, Equiniti's focus on employee engagement is representative of the company's commitment to fostering an inclusive workplace in which diverse perspectives are valued and heard.



EQ **Net Zero** Initiatives
Unique analysis of investor climate change commitments

EQ Net Zero Initiatives

supported by your shareholders

Learn More

# ⊤ 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. Operating in more than 165 countries around the world, Travelport is focused on driving innovation that simplifies the complex travel ecosystem.

## 165

Countries around the world

## Travelport+

Flight emissions estimate feature to enable eco-conscious travel decisions

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# Case Studies: Travelport

## Enhanced Carbon Emission Estimates

Driving efforts to enable eco-conscious travel decisions, Travelport rolled out a new flight emission estimates feature on Travelport+, which aims to increase both transparency and consistency across the industry. Customers can now compare carbon dioxide ($CO_2$) estimates per flight and per passenger, across carriers and seating classes, at the point of sale based on factors such as aircraft type, seat configuration, distance of the flight, load factors, and more. Travelport's $CO_2$ flight estimates are calculated using the Travel Impact Model (TIM), a free and publicly available, industry standard framework developed by Google in partnership with the Travalyst coalition, of which Travelport is a member.

## Reducing the Environmental Footprint

In efforts to reduce Travelport's own environmental footprint, the company has taken steps to replace and upgrade equipment and systems both at the headquarters and at the Atlanta Data Centers. The headquarters now use LED lighting and limit air conditioning and electrical equipment usage on closed floors. Meanwhile at the data centers, the company has updated the power supply to a more energy efficient system, and the water-cooling system to allow for better control of water usage.
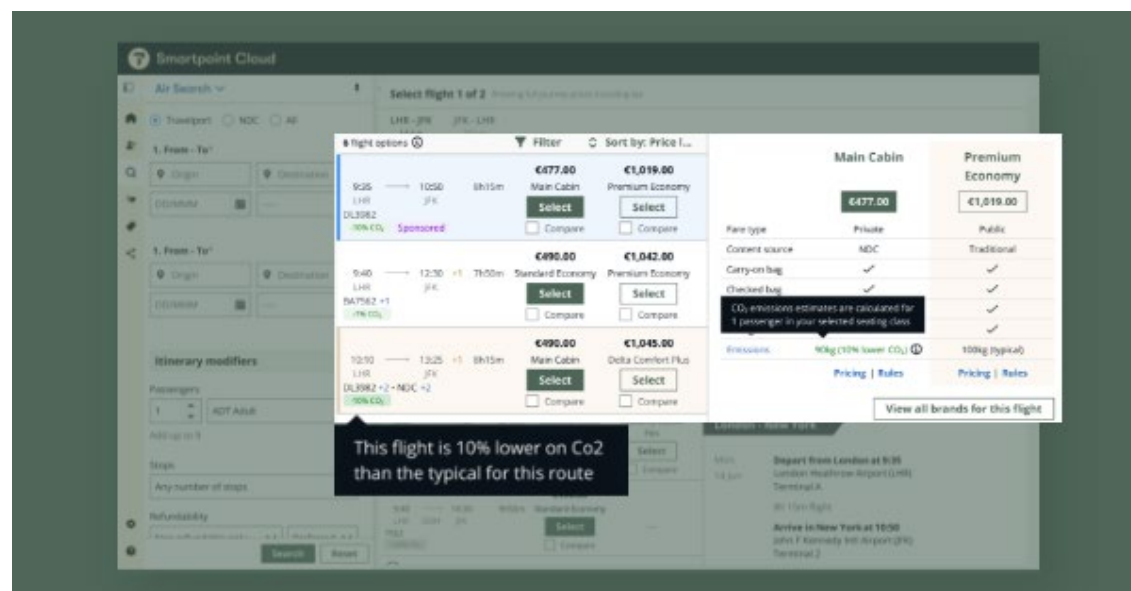
# MAVENIR™

**Mavenir is building the future of networks and pioneering advanced technology, focusing on the vision of a single, software–based automated network that runs on any cloud.**

As the industry's only end-to-end, cloud-native network software provider, Mavenir is focused on transforming the way the world connects, accelerating software network transformation for 300+ Communications Service Providers and Enterprises in over 120 countries, which serve more than 50% of the world's subscribers.

## 4,300
Employee volunteer hours in 2023

## $100,000
Corporate matching donations in 2023

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# Case Studies: Mavenir

## Caring for the Environment by Reducing Energy Consumption

Mavenir OpenBeam Radios provide major performance, total cost of ownership, intelligence, and automation benefits over incumbent systems. These radios also enable significant reductions in energy consumption and corresponding GHG emissions using both hardware and software innovations. The benefits include up to 88% energy savings through the use of sleep mode and offloading, dynamic traffic power saving mode, power metering, and highly efficient GaN Power Amplifiers. Additionally, Mavenir RAN and Packet Core products provide similar innovations which result in low energy consumption.

## Caring for our Communities through MAVcares – Global CSR Initiative

The MAVcares – United for Change global giving program continues to provide a unified way for employees to support their local communities and participate in global initiatives. The MAVcares platform allows all employees to purposefully donate, volunteer, and take action on social issues. MAVcares includes eight hours annually of Company-Paid Time Off for volunteerism, encouraging employees to participate in global Giving Days events. In 2023, over 4,300 hours were volunteered by global employees at 36 company-sponsored Giving Day events. Additionally, Mavenir supports charities through corporate matching donations totaling $100,000 in 2023.
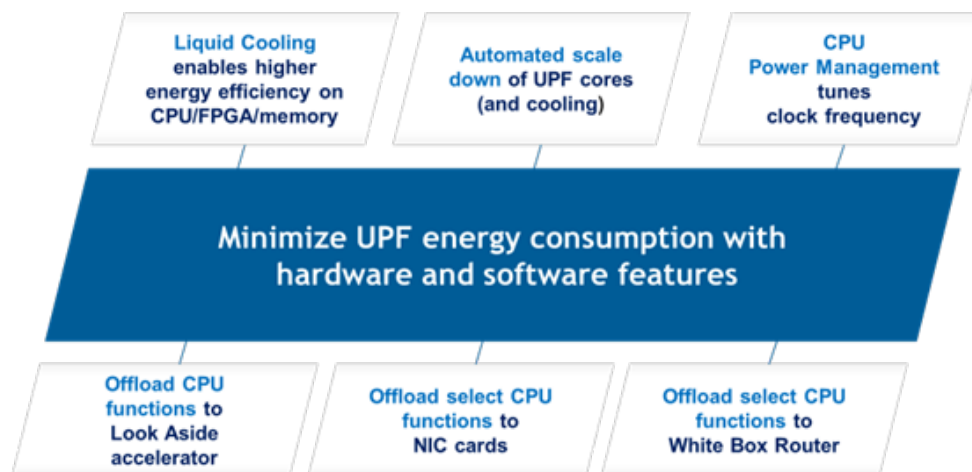
# Digital River®

## 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.

## Employee Engagement Survey

Administered this year with specific questions about Culture and DE&I

## Pay Equity

Goals established

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# Case Studies: Digital River

### Prioritizing Cybersecurity

As a leading provider in the e-commerce industry, Digital River understands the importance of data security and cybersecurity. Throughout the past year, the company has prioritized maturing its already strong cybersecurity approach to create a resilience strategy. The company has identified main areas to focus its efforts throughout the next year with initiatives including updating its controls for Payment Card Information (PCI), establishing an IT Security Council Committee, and continuing to monitor third party vendor risks.

### DE&I Strategy

Digital River is committed to creating a diverse workplace where everyone feels included and is enabled to achieve the purpose and goals of the global organization. To develop a diverse and inclusive environment, the company has focused on internal company culture and recruiting diverse talent. Digital River recently established a Diversity, Equity, & Inclusion Leadership Advisory Council whose charter is to **Advise, Advocate and Advertise** the successes and progress of the DEI journey at Digital River and ensure the ongoing alignment of DEI strategy with organizational goals. Our existing Employee Council continues to focus on fostering inclusive conversations and collaboration within the employee population with a focus on Psychological Safety in 2023. The company has also administered an Employee Engagement Survey with specific questions about Culture and DE&I to guide the company's strategy moving forward. To develop a diverse workforce, the company has committed to including diverse candidates in its interview processes and has established Pay Equity goals and transparency across the organization.

# Constant Contact has helped millions of small businesses and nonprofits globally with its digital marketing and automation platform.

With powerful online marketing tools, contact management and sales features, and innovative AI capabilities, Constant Contact makes it easy to attract the right people, engage more customers, close more deals and grow. 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. We close the gap between what is and what can be through innovation and advocacy, and we do it all with a deep sense of integrity.

## 10
Affinity groups

## Health & Welfare

Ensure that benefits are inclusive with focus on mental health, family planning, and gender reaffirming services

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# Case Studies: Constant Contact

## Reducing Energy Consumption

In the past year, Constant Contact has focused on better understanding its footprint on the environment by calculating its current energy consumption and greenhouse gas emissions. The company is working with the property managers of its office locations to understand the options for measuring energy usage and improving energy efficiency to reduce its energy costs.

## DE&I Prioritization

Constant Contact's focus on DE&I has allowed the company to create a culture of strong relationships among its employees. The company currently has ten affinity groups that span a variety of identities, providing employees with the opportunity to build connections and foster conversations and understanding. Constant Contact also continuously evaluates its health and welfare employee benefits to ensure that they meet the needs of its employees and their dependents, with an acute focus on addressing access to mental health care as well as evaluating our plan designs for inclusive and comprehensive care; including family planning and gender affirmation services.

![newfold digital logo]

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

Newfold is committed to creating an open and inclusive environment that will ultimately help bring about positive outcomes for colleagues, customers, and the communities they represent.

## 20
Affinity groups

## 35%
Increased participation in employee survey participation from 2021 to 2022

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# Case Studies: Newfold Digital

## Carbon Reduction Efforts

As a leading web technology company, a majority of Newfold Digital's carbon emissions are from the energy usage at its data centers. In order to reduce these emissions, the company has undertaken several initiatives. Newfold has evaluated the energy usage of its data centers to understand which locations have a lower carbon footprint. The company is consolidating multiple technologies, platforms, and systems into single platforms and locations with more energy efficient equipment to lower the overall Scope 1 and 2 emissions.

## DE&I Initiatives

To foster an inclusive culture, Newfold has focused on DE&I initiatives. The company has formed 20 employee affinity groups that are championed at the executive level to provide a safe space for employees of various identities to connect and grow. Newfold has also prioritized increasing engagement in the annual employee survey because the company understands the importance of employee feedback and satisfaction. From 2021 to 2022, the company increased participation by 35%. With the responses, Newfold has been able to prioritize initiatives that are important to the employee population.

![TPx logo]

## TPx is a nationwide managed service provider helping organizations navigate the growing complexity of their IT environments.

Founded in 1998, TPx offers comprehensive managed IT services including internet, networks, cybersecurity, and cloud communications. With a focus on service, TPx is dedicated to the success of its customers by making IT easy with solutions that address today's evolving technology challenges.

### 31%
Increased participation in Annual Global Day of Service participation from 2021 to 2022

### 56%
Of executive leadership team are women

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# Case Studies: TPx

## Inclusive Culture

Led by Senior Director of Organizational Development and Learning, TPx has engaged in consistent trainings focused on DE&I topics. Ranging from topics like unconscious bias to unified value training, the leadership team promotes a customized approach designed to address TPx's workplace, and individualized breakout sessions allow employees to connect personal work experiences to the training materials. With an average employee attendance rate of 78%, these trainings allow employees of all levels to interact with each other to support a workplace of inclusion and belonging.

With 56% of women on its executive leadership team, TPx recently featured a discussion with women leaders across the company. Focused on building gender equity across the business, the article highlights key attributes and experience of women in leadership. TPx also held its Second Annual Global Days of Service comprised of 23 service projects across the U.S. and Ireland with 329 registered employees, representing a 31% increase in participation from 2022.

## Environmental Footprint Reduction Efforts

In 2023, TPx completed a significant multi-year decommissioning project ("Project") to retire most of its operating network infrastructure, thereby improving TPx's environmental performance. As a result of the Project, TPx reduced negative environmental impacts from its operations by reducing its consumption in both power and fuel, curtailing vehicle emissions, and recycling equipment and e-waste materials. TPx's power consumption will be reduced to zero. TPx has also developed a policy and process to re-purpose, recycle, and properly dispose of the networking equipment and related e-waste. TPx first looks to re-purpose existing equipment and ultimately recycles equipment and related copper wiring and steel at recycling and e-waste centers if no other use has been identified.

# Final Reflections

## As 2023 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, 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 2024.

### The Siris Capital Team