

MidEuropa's Climate Change Report

2023



|||||MidEuropa

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The Task Force on Climate-Related Financial Disclosures

The MidEuropa context

“MidEuropa is committed to supporting the transition to a low-carbon economy by managing our climate impacts across the firm and our portfolio. In light of recent data from the UNFCCC NDC Synthesis Report demonstrating emissions are on track to increase by 2030, rather than the 45% reduction needed to keep global warming below 1.5°C, there is a planetary imperative to accelerate decarbonization efforts and step up the ambition to mitigate climate change.

Private equity firms are uniquely placed through their position of influence to drive impact at the scale and speed required to address the climate emergency, and MidEuropa is committed to leveraging climate action across our portfolio. This is also central to our commitment to responsible stewardship and to protect the capital of our investors by building resilient businesses.

Climate Change and Greenhouse Gas (GHG) Emissions is a core focus area in our ESG strategy, as seen in our [2023 ESG report](#). In 2023, we formally committed to set a Science-Based GHG reduction target, representing our aim to set ambitious emission reduction targets as a firm and across the portfolio. We supported our portfolio to undertake a GHG inventory to identify emission hotspots and to create a baseline for reduction measures. We are working with our investment team and our portfolio to make progress on our internally set target for 100% of our portfolio to have set a Science-Based Target by 2035*.

In our first voluntary TCFD report, we are pleased to share the actions we have taken so far to manage climate risk across our portfolio, and we also seek to share our action plan for continued engagement with our portfolio on climate mitigation and adaptation.”

Vesna Sipp – Partner, Head of Investor Relations and ESG.

*Whilst MidEuropa has formally committed to set a Science-Based Target within 24 months, we await validation of our Science-Based Target.



About the Taskforce on Climate-Related Financial Disclosures

The Taskforce on Climate-related Financial Disclosures (TCFD) was created in 2015 by the Financial Stability Board and provides recommendations for climate-related risk and opportunity disclosure and reporting. The standardized disclosure framework supports stakeholders including investors, insurance underwriters and lenders in their assessment and pricing of climate change related risks and opportunities. The framework enables the financial implications of physical and transitional impacts of climate change to be integrated into risk management processes and subsequent strategic planning.

The TCFD disclosure recommendations were updated in 2021 and are structured around four key operational themes:



From 2024 following the publication of the IFRS Foundation's S1 and S2 Climate-Related Disclosures, the TCFD is being subsumed into the ISSB with the standard-setter overseeing the monitoring. MidEuropa has chosen to undertake a voluntary disclosure of the TCFD recommendations in the spirit of transparency and accountability, and to be able to demonstrate progress in its processes over time.

MidEuropa's first voluntary TCFD report

In its first voluntary TCFD report, MidEuropa commits to continue its support of the transition to a zero-carbon economy by managing risks across the firm and its portfolio.

The UN PRI supports the adoption of the TCFD recommendations and has integrated TCFD-aligned disclosures into its signatories' mandatory reporting. As a signatory of the PRI, MidEuropa is committed to the principles of transparent reporting and disclosure recommended by the TCFD as part of its ongoing aims of responsible stewardship.

In 2023, MidEuropa undertook a gap analysis with an external consultant and created an action plan which prioritized next steps for continuous improvement across the four pillars of the TCFD. This report represents MidEuropa's voluntary and inaugural disclosure for 2023.

Governance

(a) Describe the Board's oversight of climate-related risks and opportunities

MidEuropa's operations

MidEuropa is a Partnership and oversight is led by its Managing Partner with the support of the other Partners. The "Partnership" is responsible for ESG-related matters including incorporating ESG and climate risk into its strategy and business plans, and meets as a Management Committee on a quarterly basis. The Management Committee are responsible for implementing the strategy, including incorporating ESG and climate risk into MidEuropa's operations and when determining the risk profile and appetite of its portfolio. Annual updates are provided to the Partnership on ESG and climate targets by the ESG Committee.

Portfolio management

MidEuropa's Managing Partner, Robert Knorr, holds ultimate accountability for all investment processes at MidEuropa, including the integration of climate-related considerations. The overarching process for managing climate-related risks and opportunities is outlined within the Responsible Investment Policy which covers 100% of Assets Under Management (AUM). MidEuropa's ESG Report also communicates the governance processes related to ESG.

MidEuropa's Investment Advisory Committee (IAC) considers the Exclusion List (which excludes several high-emitting sectors) and screens all opportunities for climate-related risks and opportunities. The Responsible Investment Policy and Exclusion List are reviewed regularly by the ESG Manager and the Head of ESG, with overarching responsibility held by the Managing Partner.

MidEuropa's ESG Committee directly oversees climate-related risks and opportunities and aims to meet on a monthly basis to monitor climate change (& GHG emissions) as a strategic ESG focus area, including by monitoring progress against the commitment to set a Science-Based Target. The ESG Committee has Partner-level oversight and includes Vesna Sipp, the Partner & Head of ESG & Investor Relations; the COO and Partner; the Operating Partner; the Operating Principal; the ESG Manager; and an Investment Principal. The ESG Committee monitors the portfolio's performance on climate matters (including Scope 1, 2, 3 emissions, electricity usage, renewable vs non-renewable electricity consumption and production, and whether they have undertaken a climate risk assessment) via the annual ESG data collection questionnaire.

From 2023, onboarded portfolio companies are supported by MidEuropa to develop ESG action plans and bespoke KPIs based on a materiality assessment. The ESG Manager is responsible for rolling out regular ESG training and ongoing support to the portfolio where needed. The Investment Team (supported by the ESG Manager) is responsible for ensuring the integration of ESG and climate risk within the investment cycle, and to support the portfolio companies with the delivery of their ESG action plans. Updates from portfolio companies are also provided when monitoring the financial and non-financial 100-day plan and during quarterly Board meetings.

The Investment Team undertakes mandatory ESG training on at least an annual basis to ensure they are involved in implementing the ESG strategy and supporting portfolio companies to drive progress on ESG. In 2022 the Investment Team and portfolio company CEOs underwent training from a specialist consultant who provided an

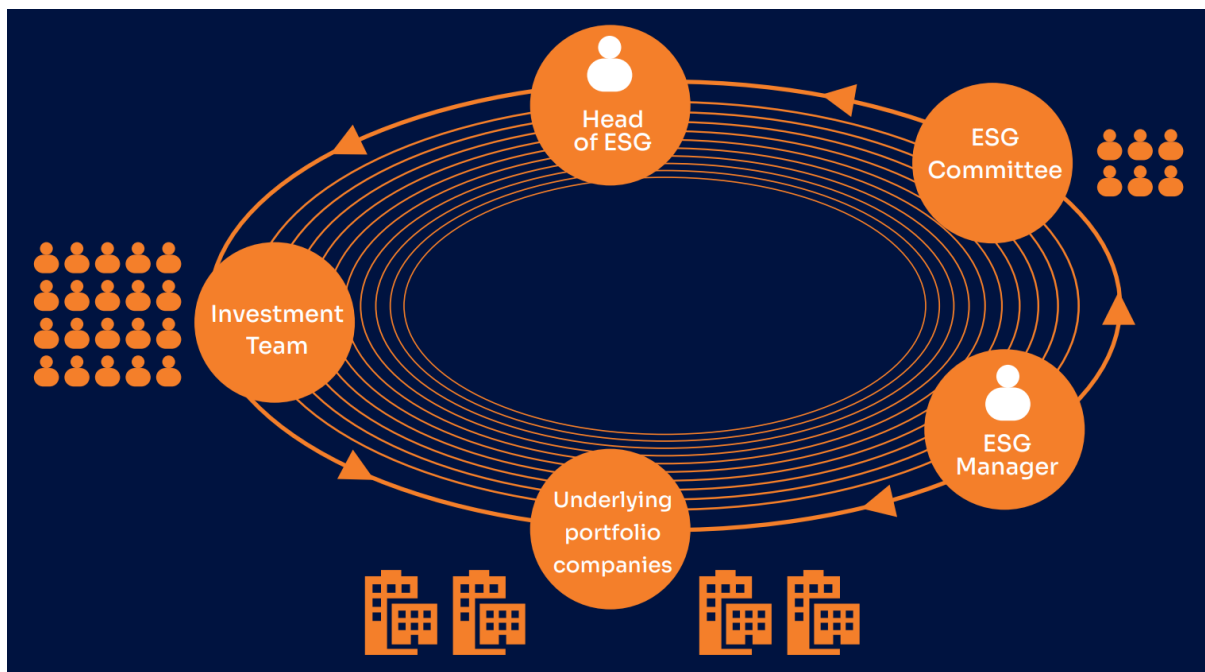
overview of climate change and pathways to Net-Zero. In 2023, the Investment Team undertook two internal training sessions (led by the ESG Manager): one related to integrating Science-Based Target considerations into the investment decision process; the second covered the updated ESG onboarding process for portfolio companies.

There is mandatory ESG training for new joiners at MidEuropa on ESG, covering the strategic goals and action plan for five strategic topics: Climate Change & GHG Emissions; Diversity, Equity & Inclusion; Community Relations; Business Ethics; and Human & Labour Rights.

(b) Describe management's role in assessing and managing climate-related risks and opportunities

MidEuropa's operations

The diagram below demonstrates MidEuropa's governance structure for the oversight of climate-related risks and opportunities.



The Partnership has a comprehensive risk governance framework and compliance processes to identify and manage ESG and climate-related risks.

Portfolio management

The Investment Team are responsible for monitoring climate-related risks and opportunities and including climate-related risks and opportunities within the 100-day value creation plan. This includes incorporating a target for the portfolio company to have undertaken a climate risk assessment in line with the TCFD by 2025, as part of MidEuropa's wider ESG strategy for its portfolio. For each portfolio company where MidEuropa is a majority shareholder, the progress of climate-related initiatives are monitored by the investment team on a quarterly basis as part of the broader regulatory and ESG monitoring process.

Strategy

MidEuropa's climate strategy

(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term

MidEuropa identified three time horizons for climate-related risks and opportunities: short term (0 to 2 years), medium term (3 to 5 years) and long term (5 to 10 years). These time horizons are in line with the length of the current funds being harvested (likely exit in 2 years); the hold period of an individual investment (3 to 5 years), and the length of a fund's life (approximately ten years). Climate-related issues often manifest themselves over the medium and longer terms and so MidEuropa would seek to review the risks and opportunities identified periodically.

The table below outlines the climate-related risks and opportunities identified for MidEuropa as a firm and at a portfolio level which are most relevant to its operations and fund activities.

The process of identifying the relevant risks and opportunities was internally driven and this will be reviewed and updated over time following a formal screening process. The initial qualitative assessment was informed by the Sustainability Accounting Standards Board (SASB) and the European Sustainability Reporting Standards (ESRS) sector and high climate impact guidance to identify the materiality of climate change and related topics for four investment themes: healthcare, consumer, services and technology. Guidance from the IPCC and models from the International Energy Agency (IEA) were also considered, as well as publicly available modelled GVA pathways.

MidEuropa's operations / Portfolio management	Risks/ Opportunities	Category	Description	Time Horizon – short term (2025), medium (2027), long-term(2030)	Potential impact
MidEuropa's operations	Risks	Acute physical	An increased frequency and/or severity of extreme weather events such as intense rainfall, storms, droughts	Short-term	Disruptions to operations across MidEuropa's offices
		Chronic physical	Longer-term changes in weather patterns including rising sea levels, rising annual temperatures, and precipitation	Long term	Increased operational expenditure e.g., from inefficiencies related to inability for staff to travel to work
		Policy and legal	Increased compliance regulations related to climate change and GHG emissions reporting Exposure to regulatory fines and penalties resulting from potential non-compliance	Short term	Increased operational expenditure related to cost of compliance, reputational impacts
	Opportunities	Resource efficiency	Lower-emission sources of energy used in offices Increased energy efficiency in offices Increased efficiency in business travel modes	Short & medium-term	Reduction in operating costs and decreased exposure to volatile energy prices
Portfolio management	Risks	Market Policy and legal Reputation Technology	Increased production costs for portfolio companies resulting from price changes Consumer shift towards preference to low-carbon products or services	Medium-term	Higher portfolio costs leading to higher prices for consumers Loss of clients or reduced demand for funds based on climate strategy
			Increased compliance regulations related to climate change and GHG emissions of funds Increased regulatory pressure for investments including carbon pricing	Short & medium-term	Increased cost of compliance Increased costs related to due diligence of potential investments

					Loss of clients or reduced demand for funds based on climate strategy
			Client / consumer shift towards preference to low-carbon products or services	Short & medium-term	Reduced fund performance and/ or asset valuations Loss of clients or reduced demand for funds based on climate strategy
			Replacement of existing products and services with lower or zero-carbon alternatives impacting portfolio companies	Medium term	Loss of clients or reduced demand for funds based on those which have no focus on climate strategy
	Opportunities	Market	New clients attracted to fund based on strategies aligned with Article 8 or the SFDR and above, or the Paris Agreement / Net Zero	Short & medium term	Increase in AUM Attraction to new clients including from impact funds Improved reputation
		Products	Products which consider climate change adaptation and mitigation introduced Investment strategies to incorporate a climate strategy	Medium term	Increase in AUM Retention of existing clients and attraction to new clients including from impact funds
		Technology	Substitution of products and services with zero or lower-emissions options across current portfolio and future potential investments	Medium term	Retention of existing clients and attraction to new clients including from impact funds

(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning

MidEuropa's operations

MidEuropa works from 3 main offices which are leased, and all employees have a flexible working policy. Owing to the small number of employees, MidEuropa does not report under the UK Streamlined Energy and Carbon Reporting (SECR) scheme; however, the ESG Manager is responsible for ensuring the firm remains compliant with climate-related regulation and attends monthly meetings as part of MidEuropa's membership to the Initiative Climat International, which include regulatory updates.

Portfolio management

The Science-Based Targets initiative (SBTi) is a global body enabling businesses to set ambitious emissions-reduction targets in line with the latest climate science. It is focused on accelerating the transition to a zero-carbon economy to achieve Net Zero by 2050. Setting a Science-Based Target (SBT) demonstrates that a firm is committed to achieving Paris-alignment in its portfolio emissions reduction efforts.

MidEuropa is one of the first private equity firms within Central Europe to commit to setting an SBT. MidEuropa has set an SBT to be validated in Q1 2024, with the following commitments:

- 100% of MidEuropa's portfolio companies to have adopted science-based targets by 2035.
- 42% reduction of MidEuropa's firm's Scope 1 and 2 GHG emissions by 2030.

MidEuropa's decarbonization roadmap includes near-term, medium-term and long-term emissions reduction levers related to electricity, heating and cooling, office initiatives, and engagement with office building managers. MidEuropa has also identified Scope 3 emission reduction levers (excluding investments) which relate to purchased goods and services, business travel, employee commuting and waste.

To meet the portfolio coverage target MidEuropa's decarbonisation roadmap identifies the largest emission hotspots in the portfolio and models emission reduction levers for each of the portfolio companies and the engagement plan for supporting businesses to set a Science-Based Target. MidEuropa has also mapped out considerations required at pre-acquisition screening of potential investments regarding its impact on the Science-Based Target, and provides training to the Investment Team and the Investment Advisory Committee to ensure integration into the screening approach.

MidEuropa recognizes the financial implications of climate-related risks and opportunities for the firm are most likely to be experienced through the investment decisions that are made. Climate change impacts that affect portfolio company operations could result in changes to the valuation of assets in the short term as well as the overall performance of MidEuropa's funds in the medium term. A long-term risk to the Group is potential fund underperformance in respect to climate change. MidEuropa has subsequently developed processes to identify and mitigate climate-related risks (such as by committing to set a Science-Based Target) and will strive for continuous improvement on these processes.

(c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

MidEuropa invests primarily across three sector thematics: consumer; healthcare; services; with technology underpinning each sectoral focus. MidEuropa will seek to conduct scenario analysis to quantify the material risks and opportunities most relevant to its portfolio in subsequent TCFD reports. The purpose of the scenario analysis will be to influence strategy that can generate both financial and climate-related gains, and to provide an understanding to MidEuropa and its investors on the resilience of the portfolio to climate change.

The infographic is set against a dark blue background. On the left, there is a vertical column of four circular icons: a shopping cart, a heart with an ECG line, an open cardboard box, and a laptop with a network diagram. To the right of each icon is a circular image representing the sector, followed by the sector name in bold and a descriptive paragraph.

- Consumer**
A fast-changing sector across the world as the landscape evolves and people's consumption habits change. Central Europe's consumer landscape has evolved rapidly over the last 30 years and now closely follows global consumer trends.
- Healthcare**
A resilient growth sector offering an opportunity to improve medical outcomes, expand accessibility and drive patient engagement through managerial excellence and technology.
- Services**
A dynamic sector which has grown in scale and opportunity as our region has evolved and integrated itself into a global ecosystem. We support companies which have technology-enabled and data-driven business models, both to drive their growth and to assist their transformation into digital leaders.
- Technology**
A sector which underpins almost all of today's sustainable growth by offering ways for people and companies to live and work better. Embracing new and upcoming technologies can help firms to innovate, better serve end users and provide more sustainable products and services.

Risk Management

(a) Describe the organization's processes for identifying and assessing climate-related risks

Pre-acquisition

MidEuropa has sought to incorporate climate risks and opportunities considerations into each stage of its investment cycle. In 2022, MidEuropa updated its ESG screening of all potential investments to include bespoke screening of climate-related risks and opportunities. These considerations include:

Descriptor	Screening question to all potential investments
MidEuropa seeks to understand the lived experience of the company with climate change, or any concern that physical climate change related risks will impact them imminently.	Has the Company experienced material financial impacts from the following: <ul style="list-style-type: none"> • Extreme weather (precipitation leading to flooding and power outages, wind and storm damage, coastal flooding) • Temperature change (events results in heat and cold stress and related absenteeism) • The effects of a decreased water supply as a result of climate change?
MidEuropa seeks to understand the Company or Target's expose to transitional climate risks, including to fossil fuel price increases and carbon taxation driven by the climate agenda	Would any of the Targets' services be impacted by an increase in energy and fuel costs due to an energy transition, or a carbon taxation on GHG emissions?
MidEuropa seeks to understand exposure to stranded assets due to transitional climate related risks.	In a world that transitions faster, there is a risk that brown assets would be required to transition quickly. Could the Target Company be exposed to being stranded if they are unable to transition?
MidEuropa seeks to understand anything the Target have already done around environment within their business and any policies they have in place.	Is there an environmental policy in place?
MidEuropa seeks to understand anything the Target has already done on minimising their impacts on the climate.	Are there any objectives and targets in place to minimise climate impact? I.e. a science based target or a Net Zero commitment?
MidEuropa seeks to understand any existing data collection in place to understand the scale of the Company's GHG emissions.	Has a carbon footprint been completed? If so, what scope does this cover? How does this inform any business activities?
MidEuropa seeks to understand the current awareness of the Company or Target's level of climate change preparedness versus its industry peers. This can relate to reducing its impact on	Is the Company aware of any action their competitors are taking to mitigate or assess climate change impact? If so, how does the Company compare with its peers?

Descriptor	Screening question to all potential investments
the climate as well as exposure from climate-related risks and opportunities.	Has the Company considered what new opportunities might be created? Has the Company considered how their competitors may address such opportunities?
MidEuropa seeks to understand the reputational risks that the Company may be aware of at this time from exposure based on perception of their climate action.	Has the Company considered reputational risks and opportunities associated with climate change (for example demand for low carbon products)

The purpose of the screening is to flag potential climate risks at the pre-acquisition stage. The Investment Team works with the company's management team to understand the lived experiences, known concerns and implicit resilience to build a qualitative case of the potential types of material climate risks or opportunities.

Whilst the questionnaire is not designed to be exhaustive or to provide a definitive view of the level of all climate risks and opportunities, it is used to highlight issues for future and wider due diligence/analysis.

MidEuropa also shared a recorded climate training video by an external consultant for the Investment Team to access in order for the exercise to be most effective.

In addition to this screening, from 2023 MidEuropa incorporated the following considerations at the pre-screening stage which consider the impact of the investment on the commitment to set a Science-Based Target:

Does the company have a GHG inventory? (Y/N)	The company will require to conduct a GHG inventory on an annual basis as part of the SBTi requirements.
Does the company have a climate target or SBT?	The company should be willing to convert their climate target to an SBT.
Is the acquisition a large investment?	The size of the investment corresponds to the proportion (%) of invested capital in companies that have or have not set an SBT.
Do decarbonisation solutions exist at scale in the sector in which the company operates?	The opportunity to decarbonise in line with SBTi requirements is dependent on decarbonisation solutions.

(b) Describe the organization's processes for managing climate-related risks

Post-acquisition and onboarding

MidEuropa engages with its portfolio companies upon acquisition to undertake a baseline assessment of performance vs material sector issues as well as MidEuropa's core focus areas which include climate risk. A detailed action plan based on a materiality assessment and the risks identified at pre-acquisition is developed by the portfolio company upon completion of MidEuropa's onboarding process and the 100-day value creation plan. Where relevant, this action plan includes a commitment by the portfolio

company to set a Science-Based Target in line with MidEuropa's commitment for 100% of its portfolio companies to have set a Science-Based Target by 2035. KPIs are also identified to control and reduce risks identified and an owner of each workstream is appointed.

Ongoing monitoring & exit

MidEuropa identified Climate Change & GHG Emissions as a core focus area of its ESG strategy. This therefore forms a central part of the ongoing monitoring of the portfolio companies, most notably through the annual ESG data collection process.

On an annual basis, MidEuropa engages key sustainability professionals across the portfolio to share best practice and regulatory updates. MidEuropa works with its portfolio to improve the quality of data and disclosure on ESG topics including climate change and GHG emissions. In 2023 MidEuropa improved this data collection process to include the ESG Data Convergence Initiative (EDCI) metrics and the Sustainable Finance Disclosure Regulations (SFDR) Principle Adverse Indicators (PAIs). The aim was to standardise the definitions and methodologies for ESG metrics including Scope 1, Scope 2, and Scope 3 emissions, as well as calculations for renewable vs non-renewable energy consumption and production. In 2022 100% of MidEuropa's private portfolio companies attended the data collection educational webinar, and 100% of the private portfolio companies completed the data collection exercise.

(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

MidEuropa is refreshing its Risk Assessment framework in 2024 and will explore best practice frameworks to incorporate climate risk into its assessment. MidEuropa will incorporate the following climate risks as part of its risk framework:

- Financial risk: assesses how climate risk is monitored using risk assessments and asset valuations for new and existing transactions and how this impacts the balance sheet and fund performance Fund performance risk: assesses how climate risks have the potential to impact the decision-making process for investments. This is based on regulatory changes and consumer preferences and adapting the screening, due diligence and monitoring processes accordingly
- Legal, regulatory and tax risk: assesses how climate risks are incorporated into legal, regulatory and tax requirements and incorporating changes into processes
- Operational resilience risk: assesses how climate risks may result in business disruptions and creating mitigation and adaptation strategies for business processes
- Reputational risk: assesses how climate risks and management processes related to these risks may attract stakeholder scrutiny and understanding how to mitigate financial implications of business perception

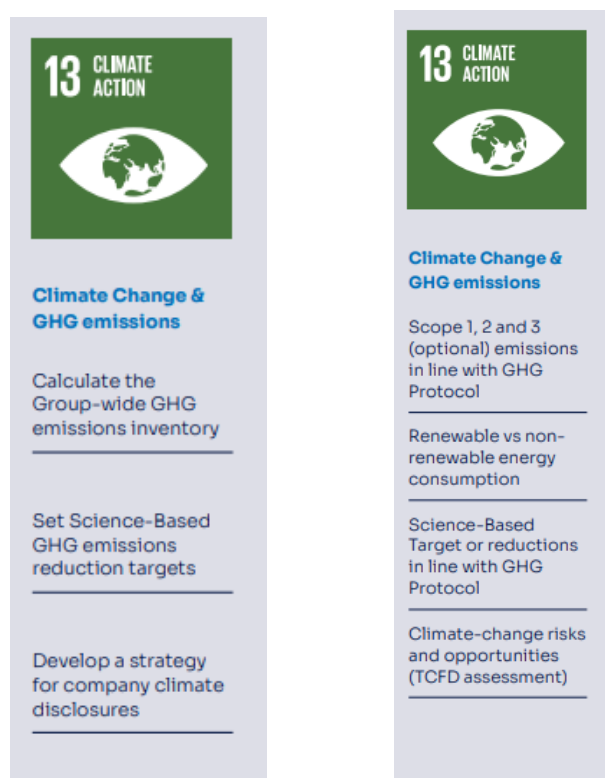
Metrics and Targets

(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

MidEuropa monitors several climate-related metrics and targets as part of its annual ESG data collection and monitoring process, within the firm and across the portfolio. Following a more in depth review of risks across the portfolio, MidEuropa will seek to update the metrics and KPIs tracked in relation to risk management for new climate risks.

Please refer to the previous Strategy section to see the climate related indicators used at pre-acquisition screening of investments and shared with the Investment Advisory Committee via Investment Committee Papers.

Portfolio-company metrics: MidEuropa's firm-wide metrics:



MidEuropa's operational targets:

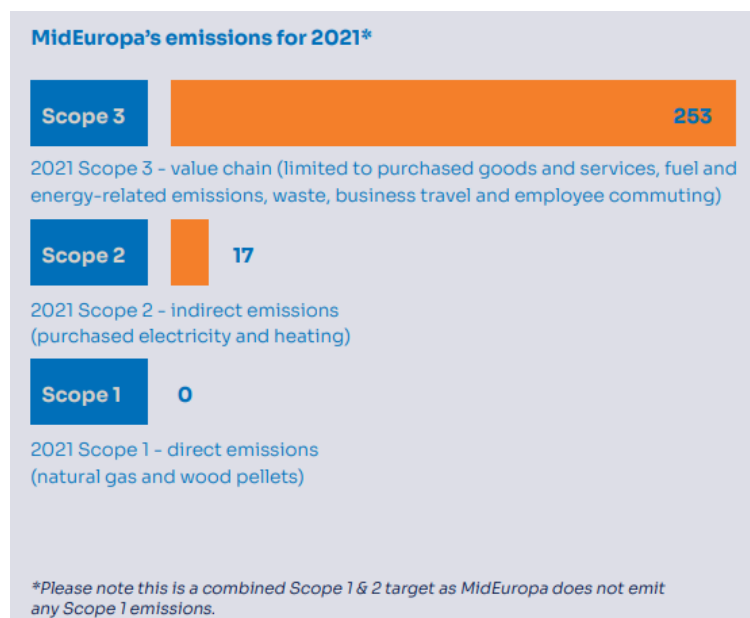
- 42% absolute reduction of the firm's Scope 1 and 2 GHG emissions by 2030 from a 2021 baseline
- 100% renewable energy sourcing by 2030

b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks

As part of the Science-Based Target reduction target monitoring, MidEuropa calculated its Greenhouse Gas (GHG) footprint in line with the GHG Protocol.

There are three categories of carbon emissions:

- Scope 1 refers to emissions arising from company operations.
- Scope 2 refers to emissions tied to energy purchases.
- Scope 3 captures both upstream and downstream emissions not covered in Scope 2, e.g. from the company's supply chain and customers' use of its products or services. It includes financed emissions, such as those associated with an investment portfolio.



Total carbon emissions: 270 TCO2e

(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

MidEuropa's portfolio company targets:

- 100% of portfolio by invested capital to have set a Science-Based Target by 2035
 - This includes an interim target to achieve 37% portfolio coverage by 2028.

The portfolio targets cover 100% of MidEuropa's total investment and lending activities by invested capital.

Additionally, MidEuropa participates in the PRI transparency report on an annual basis which is based partly on the TCFD recommendations.

MidEuropa has also been a signatory to the ICI since 2021, an organisation supported by the UN PRI. The ICI is a collective commitment from private equity investors to manage the risks and opportunities associated with climate change by integrating the materiality of climate risk into the investment process and supporting portfolio companies to reduce their carbon emissions.

Scope 1, 2 and 3 emissions are one of the core KPIs integrated into the EDCl of which MidEuropa is a member. The EDCl aims to streamline the private investment industry's collecting and reporting of ESG data to create a critical mass of meaningful, performance based, comparable ESG data from private companies. In 2022 MidEuropa updated the

annual ESG data collection process to include the EDCI metrics on greenhouse gas emissions, renewable energy, board diversity, work-related injuries, and employee engagement. By sharing this information, MidEuropa are contributing to important ESG data collection used to benchmark the performance of the portfolio against its peers whilst also providing greater transparency on ESG performance.

MidEuropa's action plan for 2024-2025:

Governance: As MidEuropa continues to implement the recommendations of the TCFD, MidEuropa will continue to oversee climate risk as a key focus area.

Strategy: In 2024, MidEuropa will continue to expand its engagement with its portfolio companies on climate risk through educational workshops and support in relevant data collection. MidEuropa will also support its portfolio companies to set Science-Based Targets in line with its proposed portfolio coverage target, subject to validation by the SBTi.

Risk management: MidEuropa will continue to embed climate considerations into each stage of the investment cycle to enable a more detailed understanding of the impacts of physical and transitional climate risks and opportunities within the portfolio. MidEuropa will continue to improve the reporting framework to investors by engaging the portfolio in training sessions which aim to facilitate the collection of better quality data on climate and ESG topics.

Metrics and targets: MidEuropa will continue to be an active member of working groups including the PRI and the ICI related to climate change and GHG emissions. MidEuropa will also continue its membership of the EDCI which seeks to provide consistent, comparable climate-related and ESG data through the submission of portfolio company data.