

Responsible Investment Report

2022/23

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INTRODUCTION

A Letter from Our CEO

For more than fifty years, TA has been committed to helping our portfolio companies scale sustainably and deliver lasting value. This enduring commitment is integral to our identity and purpose as a Firm - shaping our investment strategy, guiding our decision-making and inspiring our actions.

Having seen firsthand the transformative power of patient capital and responsible stewardship, we have invested significantly in recent years to further ESG integration across the Firm.

I am proud to share a few examples of strides we have made over the last year, with more detail to follow in this report:

- Within the portfolio, we formalized our approach to employee ownership. This includes the establishment of guiding principles that aim to empower our investment teams to implement broad-based employee incentive programs at portfolio companies which are a good fit for such structures. We recognize that this is an investment in our collective success - these programs can meaningfully drive business performance if executed well, by creating a strong alignment of interests and "ownership" mindset.
- We kicked off a new partnership with SEO Career, allowing TA portfolio companies to list open roles on the SEO Hire jobs portal. This supports portfolio companies in building a pipeline of talented and diverse candidates, while expanding opportunity for high-achieving SEO alumni.

- Our newly-launched annual ESG Monitoring Program will better enable us to measure and manage the ESG performance of our portfolio companies to help ensure that our investments align with our values and objectives.

While we celebrate these accomplishments, we remain grounded in the knowledge that there is more work to be done. ESG is an ever-evolving landscape, and we are committed to continuously learning, adapting and improving our practices.

We are grateful for the continued support of our partners and look forward to sharing our continued journey with you.

Ajit Nedungadi, Chief Executive Officer



A Q&A with Our Head of ESG

As TA's first Head of ESG, how have you helped shape the Firm's global ESG strategy?

When redesigning TA's global ESG strategy in July 2021, I wanted to focus on where we, as a Firm, could have the greatest impact – namely, identifying the ESG themes that were most important to our business and to our stakeholders, given the types of companies TA invests in. To inform this, I went on a 'listening tour', engaging with a wide range of stakeholders, from our investment professionals across tenures and offices, to our Limited Partners. Through this exercise, we identified a few themes that had highest importance to TA and to our stakeholders – cybersecurity, strong corporate governance, DEI, employee ownership, and climate & energy management. These themes form the backbone of our ESG Program – they guide how we engage with portfolio companies post-investment, and over the last two years, we have focused on designing cross-portfolio initiatives in support of these themes.

How does TA's culture influence the way you approach ESG integration across the portfolio?

TA prides itself on being a deeply collaborative Firm, working in strong partnership with management teams to create value. We designed our ESG onboarding processes to embody this. Post-investment, our team offers each new TA portfolio company support in identifying their main ESG priorities, and in determining how best to ensure progress going forward in a way that is aligned with the deal's investment thesis and value creation plan. This early 'priority setting' exercise helps us kickstart collaboration in a way that is customized to the needs and ESG maturity of each company.

Looking ahead to 2024, what are your priorities?

I look forward to further building out a thoughtful, structured approach to addressing the climate & energy management topics that are top of mind for many of our portfolio companies today, like data center energy efficiency. There has been a great deal of thought leadership in this space, and I am excited to dive deeper over the next year to identify cross-portfolio initiatives that can drive real value across our portfolio.



What achievement are you most proud of from the past year?

I am incredibly proud of the work we have done as a Firm to progress broad-based employee ownership programs, an important driver of both business performance and wealth creation. We have supported the creation of broad-based incentive models at several portfolio companies and have seen the benefits first-hand. This year, we decided to build on this momentum and formalize our approach across our global portfolio. We set up an Ownership Committee and published guiding principles for senior TA deal sponsors to reference when considering broad-based employee incentive structures. We are also providing implementation support, and sharing best practices across deal teams, to ensure benefits are clearly communicated and well-understood. We are still very early in our employee ownership journey, but are proud of the steps we have taken this year.

Ritika Chandra, Head of ESG and
Senior Vice President, Strategic Resource Group

TA AT A GLANCE

TA is a leading global private equity Firm focused on scaling growth in profitable companies.

Since our inception in 1968, TA has invested in more than 560 companies across our five target industries – business services, consumer, financial services, healthcare and technology.

Our experienced global team follows a partnership-oriented approach to investing, leveraging deep industry expertise and strategic value-add resources to help high-quality companies reach their full potential.



55+

Years in Business

6

Offices

280+

Global Employees

160+

Investment Professionals¹

\$65 B+

Capital Raised

560+

Total Investments

127

Current Portfolio Companies

19

Years of Average MD Tenure²

Employee data as of 6/30/23. ¹Includes 36 team members of the Strategic Resource Group and Capital Markets Group. ²Includes 24 Investment Sponsor MDs.

OUR CORE VALUES

Meritocracy

We reward performance and give credit where it is due.

Entrepreneurial Hustle

We are tenacious in our pursuit of excellence.

We take initiative and make things happen.

Responsibility & Integrity

We take responsibility for our actions, decisions and results.

We strive to do what is right for our people, investors and portfolio companies.

Intellectual Honesty & Transparency

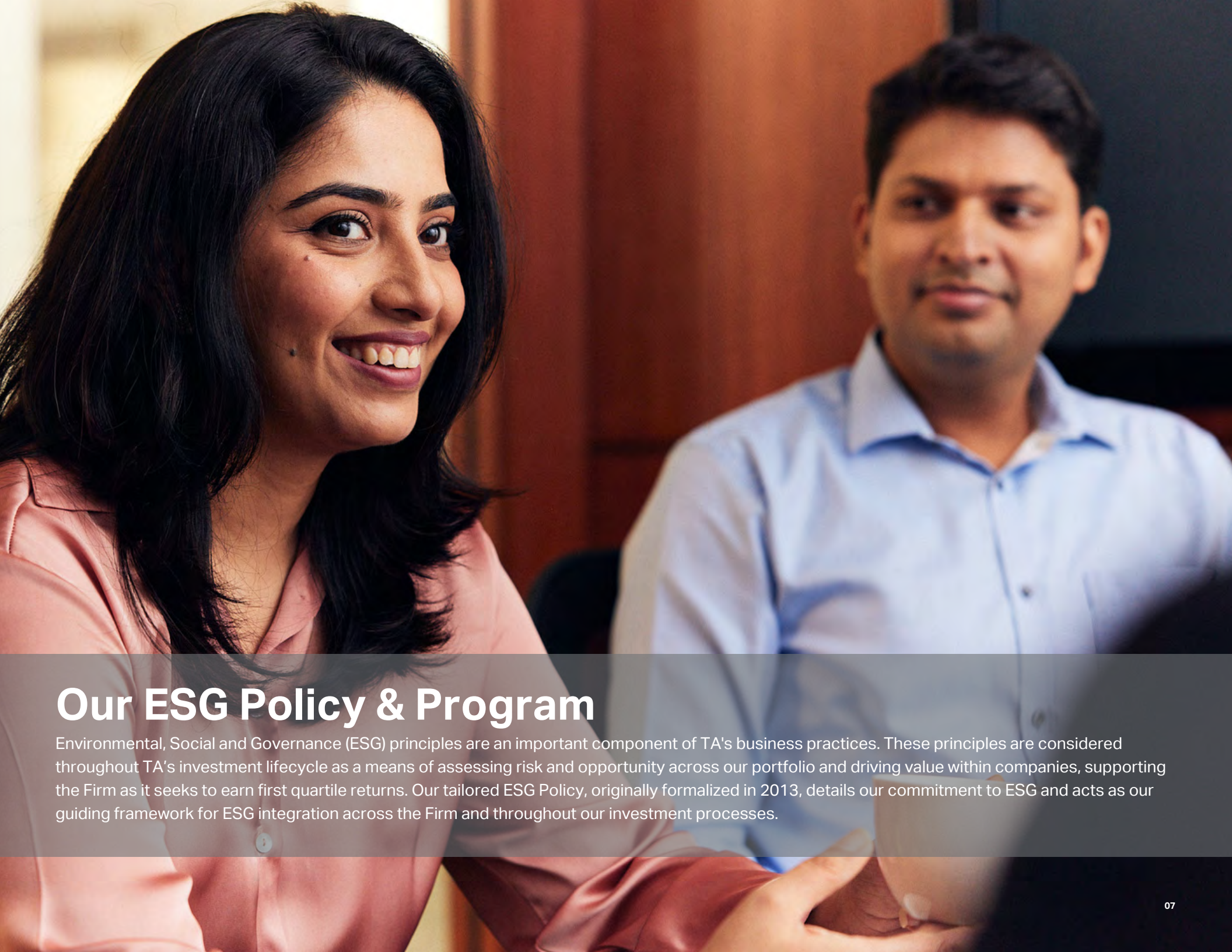
We aim to be honest, objective and transparent in everything we do.

Teamwork

People are our most important asset.

We prioritize collaboration and value diverse perspectives.





Our ESG Policy & Program

Environmental, Social and Governance (ESG) principles are an important component of TA's business practices. These principles are considered throughout TA's investment lifecycle as a means of assessing risk and opportunity across our portfolio and driving value within companies, supporting the Firm as it seeks to earn first quartile returns. Our tailored ESG Policy, originally formalized in 2013, details our commitment to ESG and acts as our guiding framework for ESG integration across the Firm and throughout our investment processes.

ESG Committee

TA's ESG Committee, established in 2016, is focused on supporting and promoting the principles outlined in our ESG Policy and ensuring they are reflected in our current ESG initiatives and future ESG goals.

The ESG Committee is comprised of senior investment professionals and cross-functional leaders within the Firm, including members of the Strategic Resource Group, Investor Relations, Human Resources and Legal and Compliance teams. Our Chief Executive Officer (CEO), Ajit Nedungadi, is also a member of the ESG Committee.

Goals of the ESG Committee

- Guide TA's ESG strategy to maximize its potential for value creation and risk mitigation across the portfolio
- Support the investment staff throughout the lifecycle of an investment to ensure that ESG considerations are appropriately addressed
- Equip TA's Strategic Resource Group with the tools necessary to appropriately support the goals articulated in the ESG Policy
- Verify that TA's ESG efforts and accomplishments are documented and reported to various constituencies, including TA's Limited Partners
- Stay abreast of evolving ESG best practices and regularly review TA's ESG Policy, practices and procedures



Sourcing

We aim to source investment opportunities through a rigorous and thoughtful origination process, aligned with our broad investment theses and value creation approaches, and in compliance with relevant investment restrictions in each applicable investment vehicle's governing documents.

Due Diligence

TA has established an 'ESG Risk and Opportunities Screening' process for pre-investment diligence to consistently evaluate material ESG factors throughout the investment decision-making process. This process is typically supported by external ESG consultants, who guide TA in assessing relative strengths and areas for improvement across a range of ESG topics.

These findings allow the deal team sponsors, TA ESG team, external advisors, legal counsel and company management to work together in identifying key ESG risks and potential value creation opportunities early in the investment process.

Takeaways are included in diligence documentation provided to our Investment Committee (IC), which are then considered when assessing and rating the investment opportunity. Material ESG issues identified are then incorporated into the investment's value creation plan by the deal sponsor.

Ownership

Onboarding

Post-investment, TA's ESG team offers each new TA portfolio company support in identifying their main ESG priorities. Once focus areas are identified, TA's ESG team, in collaboration with deal teams and TA's Strategic Resource Group (SRG), offers ongoing support to management teams in determining how best to ensure progress going forward in a way that is aligned with the deal's investment thesis and value creation plan.

Monitoring & Reporting

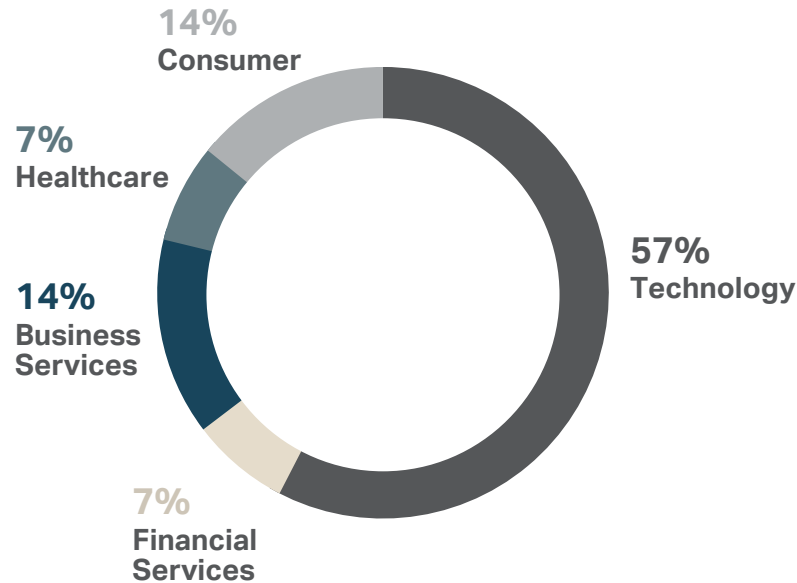
In 2022, TA launched an annual ESG monitoring program, inviting Fund XIV portfolio company management teams to complete an ESG questionnaire each year, covering a range of topics. Data submitted is typically independently reviewed and verified against supporting documentation by external ESG experts to ensure data accuracy. TA seeks to use this data to identify any material ESG risks or value creation opportunities within specific companies, and monitor progress across the Fund.

Another key component of post-investment ESG monitoring is our portfolio-wide cybersecurity program. Every year, TA portfolio companies receive a cybersecurity questionnaire that is designed to assess their current security posture and the company's ability to address and mitigate external threats such as ransomware, phishing incidents and cyberattacks.

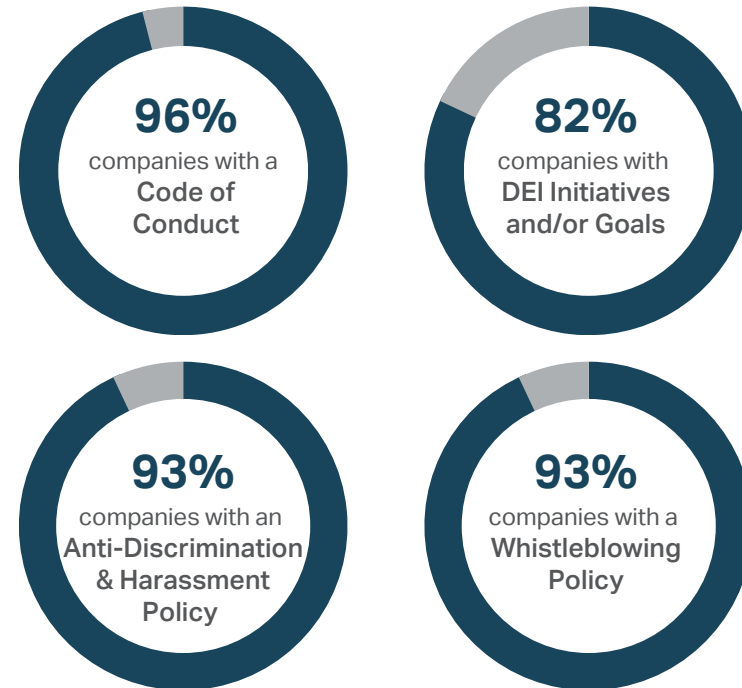
MONITORING & REPORTING

TA's FY2022 annual monitoring program saw 28 Fund XIV companies respond to a detailed questionnaire covering material topics across various ESG themes. TA's ESG team analyzed the submitted data, and leveraged it to engage portfolio company management teams to set priorities around managing material ESG risks and opportunities.

Reporting Portfolio Companies by Sector



Snapshot of 2022 KPIs



Data Collection Themes

Employee Management

- Health, Safety & Wellbeing
- Engagement & Satisfaction
- Turnover & Recruitment
- DEI Initiatives and Performance

Governance

- Corporate Governance Structure
- Data Protection & Cybersecurity
- Business Ethics & Human Rights
- Risk Management & Response
- ESG Strategy & Oversight

Company Impact

- Corporate Citizenship
- Product Benefits
- Value Chain Management

Environmental Management

- Climate Change Strategy
- Environmental Footprint
- Environmental Targets

Snapshot KPIs include only companies that responded to a survey and rely on each company's self reporting of policies and procedures.



ESG Integration & Portfolio Highlights

TA is proud to showcase a selection of achievements from our portfolio companies across environmental, social and governance themes.

ENVIRONMENTAL

TA recognizes the importance of understanding our Fund's environmental costs, risks and impact, and seeks to prioritize opportunities that meaningfully reduce costs or future-proof businesses.

Climate

Across our Portfolio

With the support of an external climate advisory firm, TA repeated its top-down estimation exercise of Scope 1 and 2 Greenhouse Gas (GHG) emissions across our entire portfolio (as of December 31, 2022), in alignment with the GHG Protocol and the recommendations of the Partnership for Carbon Accounting Financial (PCAF). This exercise allowed TA to estimate the financed emissions of the Firm's growing portfolio and will continue to help TA understand our Fund's environmental costs, risks and impact.

TA aims to leverage our systemized onboarding process and annual ESG data collection efforts to engage our portfolio companies on environmental best practices, in alignment with the deal's investment thesis and value creation plan.

Within our Firm

In alignment with the GHG Protocol, TA worked with a carbon accounting firm to complete a Scope 3 GHG inventory of Firm air travel for the 2022 calendar year. Following the assessment, TA invested in carbon credits supporting the Doe Mountain Forestry Project. This project invests in the protection of one of the largest remaining blocks of privately owned forest in northeastern Tennessee from being sold into parcels for development or logging.

The preservation and responsible management of this land enables 8,500 acres of forestland to continue to serve as a natural filter for water in the area, enhance carbon sequestration efforts and protect 40 rare, threatened and endangered plant and animal species. With this impact, the project has fulfilled three of the 17 Sustainable Development Goals (SDGs), as noted to the right.





TA partners with several leading third-party organizations dedicated to advancing ESG progress across the private equity industry.



ESG Data Convergence Initiative (EDCI)

TA expanded its involvement in industry-led ESG initiatives by joining the ESG Data Convergence Initiative (EDCI), which aims to streamline the private investment industry's historically fragmented approach to collecting ESG data. TA leveraged the data collected from its annual ESG monitoring program to make its inaugural submission to the EDCI in 2023, and looks forward to supporting the EDCI's objective of generating useful, performance-based, comparable ESG data in the future.



Initiative Climat International (iCI)

TA continued its active membership in the North America chapter of Initiative Climat International (iCI), a practitioner-led community of private equity firms and investors that seek to better understand and manage climate change-related risks to portfolio value. As a member, we aim to engage with industry peers to develop an approach for evaluating climate change materiality across our portfolio.

Reference to an organization above including its logo or symbol does not indicate, and should not be viewed as, an endorsement by TA of such company and does not imply that such company endorses TA.

PORTFOLIO HIGHLIGHTS

KOFAX

Sectors: Technology (Software)

Location: Irvine, CA

TA Investment Year: 2022

Kofax is a leading supplier of intelligent automation software for digital workflow transformation. Its solutions help organizations improve the efficiency of their operations while also reducing costs, increasing business resiliency and mitigating risk.

Businesses worldwide are increasingly setting sustainability goals to reduce their environmental impact. We believe Kofax is uniquely positioned to help enterprises achieve these goals. The Company's range of market-leading automation solutions allow document-intensive businesses to transition away from paper-based processes, thereby reducing overall company waste, carbon emissions and resource consumption.

For example, a public school district in the U.S. implemented the Kofax ControlSuite Solution, an integrated document capture and print management technology, to significantly reduce unnecessary paper prints. After utilizing the system for a three-month period, the district found about 161,000 prints that were expired before they were released and users deleted another 132,000 prints, preventing nearly 300,000 prints that would have been unused in an auto-release setting.

Further, Kofax's automation technologies allow companies to integrate sustainability objectives directly into their workflows. Borusan Cat, one of the world's leading caterpillar machine dealers, implemented Kofax's Intelligent Automation solutions and third-party sensors in its machinery to warn its customers of early component failure. This allowed owners to seek preventative care before their machines failed, resulting in increased longevity, lower repair costs and less machine waste. After deploying the solution across dealerships in six countries and over 70 departments and processes, Borusan Cat decreased customer waste by more than \$100 million dollars in 2022, including recycling approximately 6,500 metric tons of material.

Since TA's investment in Kofax, the Company has continued to broaden its range of software solutions. Under the strategic guidance of its Board of Directors, which includes three TA investment team members, Kofax acquired Ephesoft in August 2022 to further scale and enhance its document processing offering.



Internal Sustainability Initiatives

Addressing its own environmental impact, Kofax successfully implemented electronic delivery of more than 90% of its software products over the past four years, reducing its delivery costs and the carbon footprint associated with the use of packaging materials and physical handling. Kofax also made a conscious effort to cut down on office space across all regions. By establishing remote home offices, transitioning several offices to serviced offices and reducing total office space by 49%, Kofax has reduced its carbon footprint, waste and energy consumption. This shift has also allowed for a reduction in server room infrastructure, leading to more efficient use of resources and an overall lower impact on the environment.

PORTFOLIO HIGHLIGHTS



Green Street

Sectors: Business Services (Information Services) | Technology (Financial Technology)

Location: Newport Beach, CA

TA Investment Year: 2022

For more than 35 years, Green Street has delivered unparalleled intelligence and trusted data on the public and private real estate markets, helping investors, banks and other industry participants optimize investments and strategic decisions.

In the last year, Green Street has harnessed ESG to strengthen its core value proposition of providing clients best-in-class commercial real estate data, analytics and advisory services. The firm started publishing “E-scores”, which include proprietary climate change related metrics on critical factors like emissions intensity, compliance costs and grid “greenness”, covering 20 property sectors and 14 countries across North America and Europe. Through “E-scores”, Green Street aims to simplify and standardize how its customers factor important environmental metrics into their property underwriting decisions.

This research is extremely valuable to Green Street’s clients as global attention from regulators and investors on the “E” – or Environmental – part of ESG in commercial real estate is rapidly accelerating. With many governments racing to reduce carbon emissions to limit global warming by 2050, the negative environmental impacts of the real estate sector have come to the forefront. According to World Economic Forum studies, buildings are responsible for 25% to 40% of global carbon emissions¹. To demand change, governments are passing stringent legislation that mandates real estate owners to modernize their buildings and adopt more green practices. These regulations are complex and can carry significant compliance costs, making “E-scores” an increasingly important valuation input for both private and public investors.

¹World Economic Forum, UNEPFI, Fifth Wall, Oxford Economics, Climate Watch Data



Increasing Internal DEI Efforts

In addition to Green Street’s client-focused ESG efforts, the firm has established a comprehensive internal DEI program to encourage employee engagement and create an inclusive culture in which all employees feel recognized and valued. In 2022, Green Street launched several initiatives to increase representation of qualified diverse employees internally and across its partner communities. Notably, the firm committed to expanding new hire sourcing channels to include more diverse candidate pools. Green Street drove awareness and senior buy-in for this initiative by publishing diversity metrics at the business operations level. As a result, 58% of new hires in 2022 were from underrepresented groups.

PORTFOLIO HIGHLIGHTS



Sectors: Technology | Financial Services (Investment and Wealth Management)

Location: Sydney, Australia

TA Investment Year: 2021

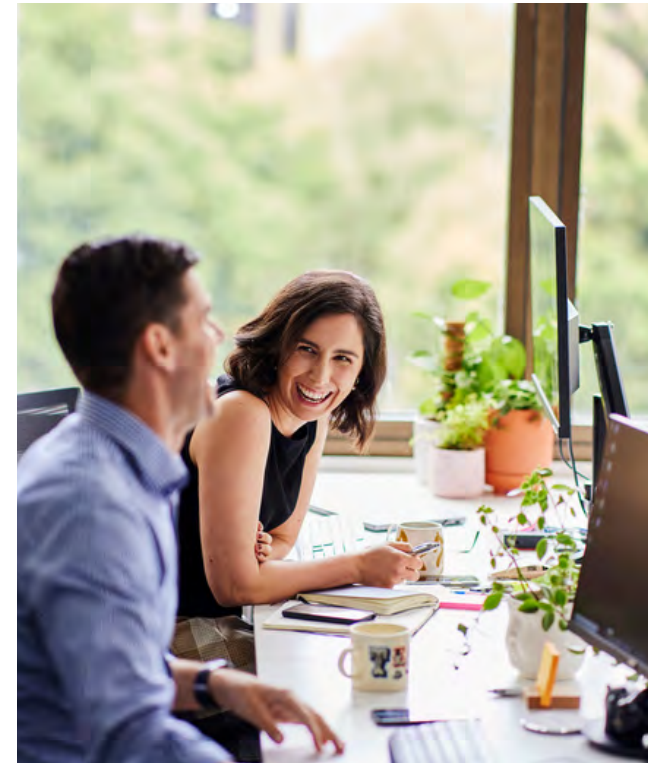
Betashares develops, launches and manages ETFs that are traded on the Australian Securities Exchange (ASX). The firm offers one of the country's most extensive and diverse range of ETFs, with funds covering Australian and international shares, fixed income, cash, currencies, commodities and alternative strategies.

Guided by its core principles - simplicity, cost-effectiveness and transparency, Betashares is committed to helping every Australian financially succeed by making investing accessible and affordable. Since launching its first ETF in 2007, Betashares has grown to become a leading fund manager, trusted by hundreds of thousands of investors seeking to build their wealth. As of September 2023, Betashares has more than A\$25 billion under management in over 83 funds.

The firm has a proud history of innovation within the Australian ETF industry and is a trailblazer in the ethical and responsible investing space.

In 2017, Betashares launched its first ethical ETF to support the growing number of investors looking to align their portfolios with their values. Since then, Betashares' ESG investment offering has scaled considerably to include several ethical & responsible investment options. These products allow investors to support various businesses that meet strict responsible investment standards, in a single, cost-effective ASX trade.

Two examples of Betashares' ESG investment offerings include its Global Sustainability Leaders ETF (ASX: ETHI), focused on companies that are successfully managing their carbon intensity (measured as tons of CO2 emitted per US million dollars of revenue), and its Australian Sustainability Leaders ETF (ASX: FAIR), which aims to identify companies involved in business activities aligned to the UN Sustainable Development Goals (SDGs) and underlying targets.



Ethical & Responsible ETF Launches

Betashares is continually expanding its suite of investment options to allow its clients to act on key sustainability themes they are passionate about. In 2022, the firm launched its Electric Vehicle and Future Mobility ETF (ASX: DRIV), Solar ETF (ASX: TANN), Future of Food ETF (ASX: IEAT) and Energy Transition Metals ETF (ASX: XMET).

SOCIAL

TA is committed to the ongoing development of diverse and inclusive work environments within our portfolio companies. We typically have board representation at portfolio companies that we utilize, along with our general influence, to advocate for the inclusion of qualified diverse candidates in the recruiting process for open Board of Director and C-suite positions.

During diligence, TA reviews internal company infrastructure to see if the proper policies and procedures are in place, such as employee safety and anti-harassment policies.

TA also encourages portfolio companies to consider employee engagement & inclusion, professional development and employee ownership initiatives (where relevant) to retain and motivate top-tier talent.

Employee Ownership

At TA, we have seen the benefits of broad-based employee ownership firsthand, as a 100%-partner owned Firm, and as an investor in several portfolio companies with broad-based incentive models. We believe that ownership programs can be both a meaningful driver of business performance, and create wealth-building opportunities for families. If well implemented, programs can drive productivity and company performance, by creating a strong alignment of interests, and an "ownership culture" centered around a common purpose, and can be a great tool for attracting and retaining talented employees.

Given these benefits, this past year, we have aimed to formalize TA's approach to employee ownership across our global portfolio. To do so, TA formed an Ownership Committee, bringing together TA investment professionals across verticals to share best practices from prior implementations, and develop a go-forward approach. In May 2023, this Committee published guiding principles for senior TA deal sponsors to reference when considering broad-based employee incentive structures for their portfolio companies going forward. TA will continue to support sponsors in identifying candidates in their deal pipelines which may be well-suited for broad-based models, and in supporting implementation to ensure the benefits are clearly communicated, and the programs are energizing workforces and benefiting both businesses and their employees.



Diversity, Equity & Inclusion

TA is committed to supporting the ongoing development of healthy company cultures and productive work environments within our portfolio companies. We believe cultures that embrace diversity and provide equal opportunities to their employees are best suited to attract and retain qualified talent and drive employee engagement. TA has established additional channels of support to enable our portfolio companies to navigate their own unique diversity and inclusion journeys. These initiatives help portfolio companies build qualified and diverse talent pools, share best practices and provide employees with opportunities for professional development.



Women's Leadership Speaker Event

TA welcomed women in upper middle management roles across the TA portfolio to attend a virtual session featuring **Coco Brown, Founder and CEO of Athena Alliance**, a community of live learning and access to opportunity for top female executives. The session focused on equipping rising female leaders with the tools to grow their careers and advance into the modern C-suite.



DEI Training for Hiring Managers

Senior HR and talent leaders from the TA portfolio participated in a two-session training by Grads of Life, a non-profit consulting group incubated inside of Year Up, a nationally recognized workforce development program committed to ensuring equitable access to economic opportunity, education and justice for all young adults ages 18-29. The sessions focused on strategies to expand qualified talent pools by attracting diverse talent and removing unconscious bias from the hiring process, and create fair and welcoming cultures as a way to retain and advance their most valuable employees.



SEO Hire Partnership Launch

In an effort to support our portfolio companies in building talented and diverse candidate pipelines, TA recently partnered with **SEO Career**, North America's leading program for recruiting, coaching and training high-achieving undergraduates for summer internships that lead to full-time jobs at SEO partner companies. The partnership gives TA portfolio companies in North America the ability to list roles on the SEO Hire jobs portal, giving companies access to diverse talent from a broad base of alumni of the SEO Career program.



Virtual Networking Forum for DEI Leaders

TA launched a virtual networking platform to give those responsible for the development and implementation of DEI strategy at their companies a forum to share best practices, recommend resources and make valuable connections with their peers.

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PORTFOLIO HIGHLIGHTS



Sectors: Technology (Software)

Location: Burlington, MA

TA Investment Year: 2021

Appfire is an enterprise collaboration software Company that enables teams to plan and deliver their best work. In conjunction with the Company's efforts to drive productivity and value for its customers through technology, Appfire is dedicated to bettering the communities in which it operates through its focus on social impact.

Giving back and encouraging employees to participate in philanthropic opportunities is an integral part of Appfire's business and an essential element of its brand. This includes a longstanding commitment to Pledge 1%, a global movement that inspires, educates and empowers companies to leverage their assets to be a force for good by committing 1% of their equity, profit, product and/or employee time to causes that improve communities worldwide. Since Pledge 1%'s inception in 2015, membership has grown to over 17,000 companies in 100+ countries and has ignited over \$2 billion in philanthropy.

In keeping with its profit, product and employee time pledges, Appfire has donated millions of dollars in product to non-profit and educational organizations worldwide. The Company has also donated to charities such as Feeding America, Rise Against Hunger, Room to Read, the American Cancer Society and many others.

Following TA's strategic investment in Appfire in 2021, the Company elevated its philanthropic commitment by donating 1% of the equity in its business to Pledge 1%. This made Appfire one of the first companies to commit to all four pledge types - product, profit, equity and employee time. Furthering its commitment, Appfire launched Appfire Town in 2022, a virtual space where everyone within the Atlassian ecosystem is encouraged to share opportunities, news and updates around volunteerism and giving. Members can propose initiatives they would like to support or choose from a roster of more than two million organizations worldwide. Appfire then provides the tools, including financial support, supplies and resources needed to pursue an initiative.



As of August 2023, the program has generated over \$1 million in donations, in addition to employees logging 2,250 volunteer hours to assist 665 organizations worldwide. This includes:

- Assisting citizens of Ukraine by organizing supplies for children and transportation for families
- Traveling to Guatemala for service projects at a hospital and local schools
- Participating in St. Jude's Walk/Run Program to raise funds for its research hospital
- Creating a blood donation awareness campaign
- Kayaking 180 KM in Sofia, Bulgaria, to raise funds for a children's healthcare foundation
- Mentoring high school students during a "CEO for the day" program with SuitUp
- Participating in the Great Cycle Challenge to fight childhood cancer

PORTFOLIO HIGHLIGHTS



Sectors: Consumer (Ingredients) | Healthcare (Pharma / Pharma Services)

Location: Mumbai, India

TA Investment Year: 2021

OmniActive works to improve lives through innovative science and natural health solutions. With global R&D centers and production facilities across India, the Company delivers a robust portfolio of premium supplement ingredients that help nutrition brands worldwide stand out in the ever-evolving health and wellness marketplace.

OmniActive's leading brands include Capsimax, enXtra, Nutritears and Xtenergy, among others. These products provide an array of health benefits, including joint comfort, increased energy, alertness and mental focus and improved eye health, among other wellness solutions.

OmniActive is not only committed to enhancing the health of the end-user, but also to advancing the livelihoods of those within its supply chain. Through its Improving Lives Foundation (ILF), OmniActive focuses on supporting its farmer partners across India, who harvest many of the raw ingredients essential to the efficacy of its products. These farmers often live in vulnerable, underserved communities with limited access to quality healthcare and education. The ILF aims to foster positive change by addressing key challenges across three areas, Health, Environment and Education.

Vision health is a significant challenge for rural farming communities as many farmers suffer from ocular problems caused by excessive sun exposure. These conditions, if left untreated, can result in cataracts, vision impairment and even blindness, but are fortunately treatable with appropriate care. In partnership with The Sankara Eye Foundation, ILF's Health program has set up eye camps throughout rural India to help prevent the progression of vision loss, offering free eye screenings, exams, surgeries and rehabilitation assistance. To date, OmniActive's eye camps have conducted more than 6,300 eye exams, 900 cataract surgeries and provided 879 pairs of glasses to individuals across India.

ILF's Health program also emphasizes nutrition as a crucial aspect in the development and wellbeing of children. In this effort, OmniActive partners with Vitamin Angels, a non-profit organization, to provide Vitamin A and other essential vitamins and nutrients to underserved populations worldwide. As part of this program, OmniActive has provided supplements and deworming tablets to 98,000 malnourished children.



Supporting Rural Communities

OmniActive also supports rural communities with agricultural education. As part of ILF's Environment Program, the Company provides farmers with the technologies and the know-how to enhance their productivity and sustainability. The Company hosts various training programs and workshops to continuously educate farmers on the latest insights and techniques around renewable energy alternatives, water-saving procedures, crop rotation practices and efficient use of fertilizers and pesticides. By adopting these strategies, farmers can achieve higher yields, minimize environmental impact and improve the quality of their produce.



TA believes that improving corporate governance can have a strong impact across our portfolio. We help drive governance improvements at our portfolio companies in many ways:

- We help build strong boards by supporting the creation of independent boards of directors, along with assisting in the identification of qualified and experienced board members and C-level candidates.
- We support the establishment of formal board meetings, cadence and agendas, along with formalizing and optimizing reporting and analytics, defining relevant KPIs and enhancing systems (e.g., ERP, CRM, HR systems).
- We have established a portfolio-wide cybersecurity monitoring program that aims to strengthen our portfolio's ability to prevent and respond to cybercrime and ransomware attacks.

Governance Standards

Through TA's systematized onboarding process and annual ESG data collection efforts, TA strives to help drive governance improvements at its portfolio companies. We work to ensure our companies establish and communicate corporate policies and procedures that promote ethical practices, health & safety, data privacy & cybersecurity and overall risk management across the TA portfolio.

In the first year of TA's ESG data collection efforts with Fund XIV companies, TA supported many companies in identifying gaps in existing governance policies and procedures which TA viewed as 'tablestakes' and encouraged each company to take action to close these gaps.

GOVERNANCE

Cybersecurity

TA continues to expand upon and improve its portfolio-wide cybersecurity monitoring program that includes:

- An annual cybersecurity questionnaire, self-reported by our portfolio companies, to measure the maturity posture of a company's current control environment and its readiness to prevent and respond to cybercrime and ransomware attacks.
- External real-time monitoring through an independent security rating service to obtain an independent, data-driven view of the security profiles of portfolio companies.
- Ongoing resources and support, including engagement from TA's Technology and Cybersecurity Operating Advisors, to drive progress on our portfolio companies' cybersecurity initiatives.



Our 2022 cybersecurity questionnaire process featured approximately 100 questions across the following six categories – Security Policies & Processes, Data & Privacy, Internal IT Infrastructure & Operations, Customer-facing IT Infrastructure & Operations, Software Development and Public Cloud Infrastructure Security. Participants received customized assessment result reports that identified critical control gaps and suggested remediation actions. Reports also highlighted how each portfolio company had progressed since the last assessment and benchmarked their performance against the TA portfolio.

Cross-Portfolio Experience Sharing

As cybersecurity is a rapidly evolving space, we are also focused on driving cross-portfolio collaboration and knowledge sharing. In January and April 2023, we held a two-session virtual cybersecurity roundtable series for Chief Technology Officers (CTOs), Chief Information Officers (CIOs) and other security executives at our portfolio companies to provide a space where knowledge, resources (e.g., guest speakers) and best practices could be shared. The event aimed to equip companies with the proper tools necessary to strengthen their IT posture, maintain business continuity and prevent negative consequences of cybercrime and ransomware attacks. We plan to facilitate more opportunities for collaboration and best practice sharing across our portfolio going forward.

PORTFOLIO HIGHLIGHTS



Sectors: Technology | Financial Services (Investment and Wealth Management)

Location: Bermuda

TA Investment Year: 2022

Apex Group Ltd. (“Apex” or “the Group”) delivers an expansive range of services to asset managers, financial institutions, private clients and family offices, including fund services, distribution and fund-raising solutions, digital banking, depositary, custody, corporate services and a pioneering ESG Ratings and Advisory solution.

Launched in 2019, Apex’s ESG Ratings and Advisory offering is used by 400 GPs and LPs and over 2,500 portfolio companies in more than 50 countries. Through its end-to-end service, Apex Group helps private companies and investors navigate their ESG journeys, providing tailored ESG analysis and recommendations on value creation and risk mitigation opportunities. The Group’s flagship products - including a full ESG Assessment, ESG Health Checks and an Annual Carbon Footprint Assessment - are available via a secure, proprietary cloud-based platform.

Since TA’s investment in 2022, the Group’s ESG offering has significantly expanded, guided by the strategic direction of its Board of Directors (which includes a TA Managing Director).

The Company acquired the Data & Analytics Division of MJ Hudson, an asset management consultancy specializing in private markets and alternative investments. MJ Hudson’s ESG business was included in the transaction, doubling the Group’s ESG team headcount and enabling the Company to further scale its reach and capabilities in the ESG software advisory market.

Additionally, Apex recently added several value-add solutions to its existing ESG product line. Some of these new products include a private market benchmarking index that allows investors to compare ESG performance metrics against peers; tools focused on the collection and evaluation of internal DEI data; and services that develop customized emissions reduction strategies and ensure ESG reporting and disclosure alignment.

Beyond providing high-quality ESG services to its clients, Apex is committed to making a positive impact on the environment and people. Each year, Apex completes its own ESG Assessment and Carbon Footprint measurement to hold the Company accountable for continual improvement.



Elevating Female Talent

In 2022, Apex launched the Women’s Accelerator Program, an internal development initiative to drive equity and diversity at all levels of the Company. The merit-based program is designed to provide members with the tools and skills to advance professionally and reach their full potential. Through discussion forums, monthly closed-room roundtables, keynote speakers and tailored training and development courses, the program encourages peer-to-peer learning, networking and mentorship.

51 women took part in the program’s first year, with over half securing promotions or new roles. Over 300 nominations and applications were received for the 2023 Women’s Accelerator Program, with 93 women from over 25 Apex offices accepted to the program.

Following the successful completion of the inaugural program, Apex announced the launch of The Women’s Accelerator Network, the only free, global private membership community for women in the financial services industry. As of August 2023, the network has 75 members and continues to grow.



DEI at TA

At TA, we believe in a broad definition of diversity, built on a foundation of acceptance and respect. We seek to embrace and celebrate the different characteristics, backgrounds and perspectives that make each of us unique.

DIVERSITY, EQUITY & INCLUSION (DEI)

DEI Values at TA

TA is committed to building a workplace that embraces authenticity and celebrates the differences that make us unique. Inside our Firm and across our portfolio companies, we are dedicated to cultivating and preserving a culture of diversity, equity and inclusion (DEI). We recognize that this is not only the right thing to do, but is also essential to driving innovation, increased creativity and continued success.



"TA is committed to providing equal access to mentorship, promoting an inclusive workplace and championing diversity. By encouraging differences in perspectives, backgrounds and cultures we hope to foster an environment in which all team members feel empowered to realize their full potential."

Darlene Karis
Global Head of Human Resources



"Fostering diversity is not only critical to our Firm's success but is also essential to cultivating positive change across our industry. We continue to focus our efforts on creating opportunity and ensuring that all employees feel a sense of belonging at TA. It has been a privilege to help lead TA's DEI initiative, and I look forward to supporting our continued journey."

Naveen Wadhwa
Managing Director



TA-CORE Program

In June 2023, TA celebrated the third year of TA-CORE, a career partnership program with Evercore to expand the diversity pipeline within the investment banking and private equity industries. The program provides education, access and mentorship opportunities to young professionals from historically underrepresented racial and ethnic groups.

Participants in the program benefit from more than five years of mentorship at Evercore and TA, enabling them to build subject matter expertise in an entrepreneurial environment, gain exposure to marquee transactions and foster their professional networks.

Current participants are expected to join TA as Associates in 2024/2025, following their two-year placement with Evercore.

DEI PARTNERS



SEO

TA is a longstanding partner of SEO, a non-profit providing educational and career support to young individuals from underserved communities. Through the SEO Alternative Investments Fellowship Program (AIFP), members of TA's Investment Team provide mentorship and support for selected fellows each year. TA team members also volunteer with the SEO Scholars and SEO Careers programs, and participate in regular networking and educational events.



ILPA Diversity in Action

TA is a signatory of the Institutional Limited Partners Association (ILPA) Diversity in Action Initiative, which brings together limited partners and general partners who share a commitment to advancing DEI in the private equity industry. TA also participates in ILPA's Diversity in Action Roundtable.



Level20

Level 20 is a non-profit organization dedicated to improving gender diversity in the European private equity industry. TA has participated in the Level 20 Mentoring Program, supported the Junior Women in Private Equity Event and joined various networking and educational events.



Management for Leadership Tomorrow (MLT)

MLT is a national non-profit providing leadership skills training, coaching, and resources to talented underrepresented minorities pursuing opportunities in the private equity space.



CEO Action for Diversity & Inclusion

In May 2022, we signed PwC's CEO Action for Diversity & Inclusion pledge, the largest CEO-led business commitment to advance DEI in the workplace.



Out Investors

Out Investors ('OI') is a global organization that was founded with the mission to make the direct investing industry more welcoming for LGBT+ individuals. The organization works to foster community, hold networking events and facilitate mentorship in the industry.

Reference to a company above including its logo or symbol does not indicate, and should not be viewed as, an endorsement by TA of such company and does not imply that such company endorses TA.



Community Impact

TA is dedicated to supporting the communities in which we live, work and invest. We aim to drive positive change by partnering with non-profit organizations, making financial donations to local charities and participating in various philanthropic events.

COMMUNITY IMPACT

Community Engagement

Across TA's global offices, we invite our people to participate in various events and charity work throughout the year, and empower employees to champion personal causes.

Best Buddies

TA's Menlo Park office hosted a field day in partnership with Best Buddies, the world's largest organization dedicated to supporting inclusion for people with intellectual and developmental disabilities.

JPMorgan Corporate Challenge

London employees participated in the JPMorgan Corporate Challenge in 2023. The annual running event raised funds for Centrepoin, UK's leading homelessness charity.

Pan Mass Challenge

For 14 consecutive years, a team of TA employees - "Team TA" - has participated in the Pan-Mass Challenge (PMC), the single largest athletic fundraiser in the U.S. Every dollar raised through the annual bike-a-thon is donated directly to the Dana-Farber Cancer Institute, supporting life-saving cancer research and treatment.



Volunteer Programs & Charitable Giving

TA hosts Community Service Days throughout the year for teams across our global offices to volunteer together. This year's non-profit partners included Habitat for Humanity, City Harvest, Community Servings and Food Angels, among others. Additionally, TA makes annual donations to local charities to advance their missions and benefit those in need. Organizations we supported in the past year include Best Buddies, Black Girls Code, Cradles to Crayons, Habitat for Humanity, Horizons for Homeless Children and The Children's Room.





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