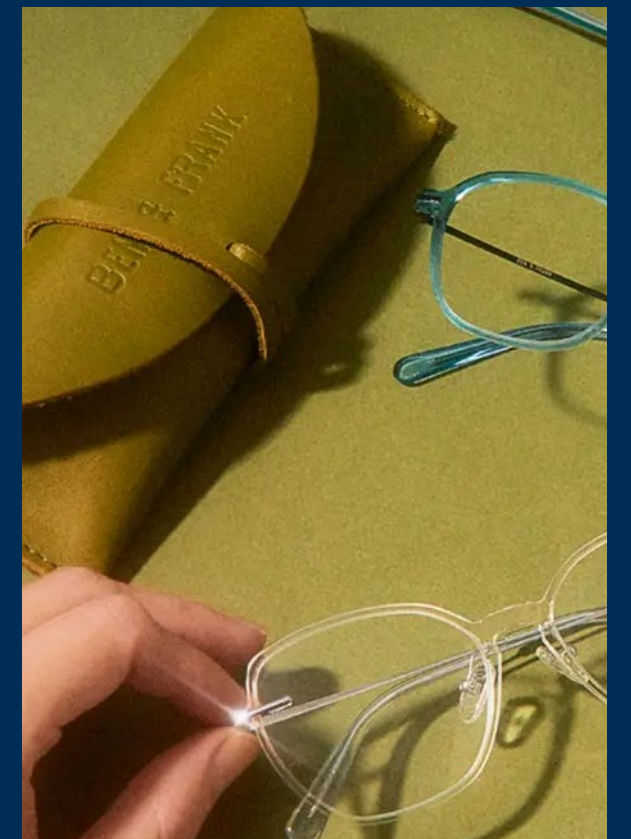


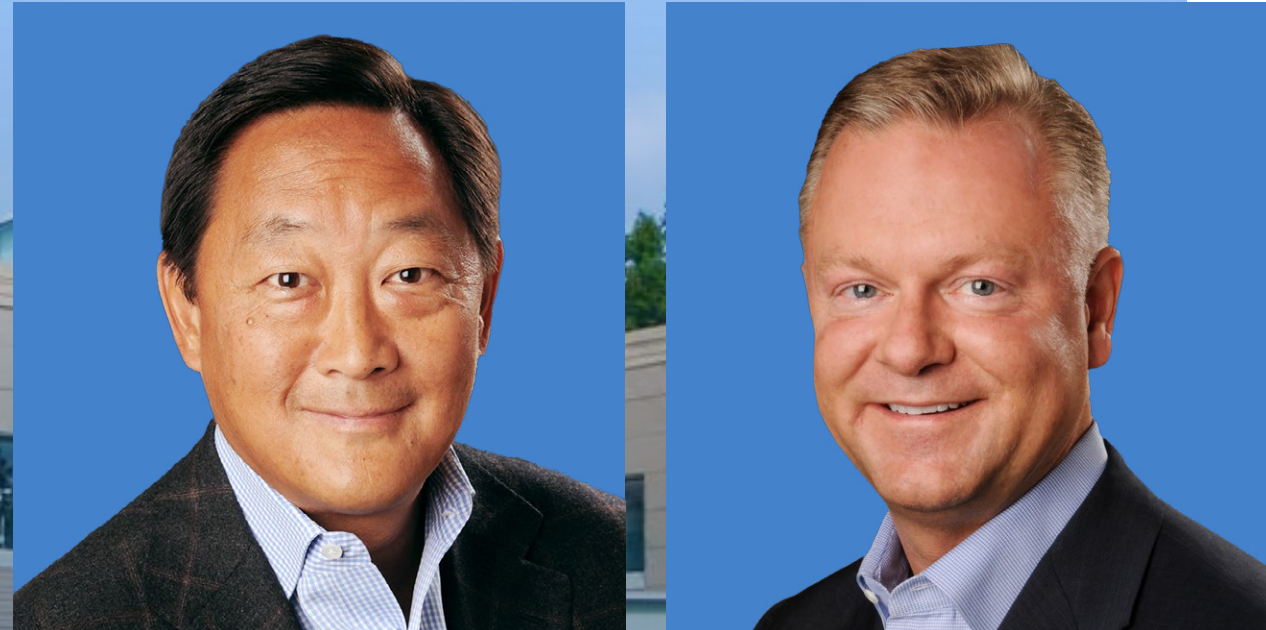
L CATTERTON



2024
IMPACT
UPDATE



CEO STATEMENT



J. Michael Chu
Chief Executive Officer

Scott A. Dahnke
Chief Executive Officer

In 2024, L Catterton celebrated its 35th Anniversary, a testament to the power of passion, adaptability, and the unwavering pursuit of excellence. Since our founding, our dedication to sustainability considerations has remained a keystone element in our business decisions. Sustainability dynamics favor well-prepared and well-situated brands and create real opportunities for thoughtful investors. Today, we continue to strengthen our impact-related resources and capabilities to support the growth of our Firm and the brands with which we partner. We are building on our commitment to drive sustainability across the global consumer landscape and in our own business; we recently appointed both a Global Head of Sustainability and a Head of ESG Policy & Measurement.

As stewards of consumer investments, we have long seen the benefits of impact initiatives in managing risk and creating long-term value. Moreover, we are keenly aware of the increasing influence environmental and social considerations have on consumer behavior. Our Firm's unique vertical sourcing process analyzes tangible shifts in consumer sentiment and identifies actionable investment trends, many of which are intertwined with ESG topics. Guided by our Consumer Insights team, we deeply understand evolving consumer demands and, importantly, are well-attuned to the current consumer landscape, where ESG considerations increasingly shape purchasing decisions, brand loyalty, and, ultimately, positive investment outcomes.

In our current global portfolio, eight of our investments have achieved B Corp certification, indicative of a substantial commitment to social and environmental responsibility, transparency, and accountability. Additionally, our portfolio has continuously improved its management of material ESG issues and advanced key sustainability initiatives – most notably, we have seen an increase in portfolio companies tracking emissions, from 22% in 2022 to 32% in 2023. In our Real Estate Fund, the *Miami Design District* announced a groundbreaking partnership with LMVH to achieve 100% renewable energy in all stores – pioneering an innovative collaboration between tenants and property operators.

We are eager to build on our existing ESG efforts to date, elevating sustainability-driven value creation across our portfolio through the new capabilities our Sustainability and ESG leadership brings to our investments.

For our own Firm, we are proud to continue to support the advancement of women in board rooms through PRISM, our proprietary initiative aimed at developing exceptional female board members. In its third year, the program has shown considerable success, with 80% of the first cohort joining boards. As we continue to support new cohorts, we look forward to further enhancing our programming and fostering cross-cohort connection and learning.

Additionally, we continue to ideate and explore new opportunities to develop our talent network. In 2024, we introduced *LC Academy*, an experiential learning program where undergraduate seniors from underrepresented groups were staffed to live deal flow and engaged with members of the Firm at our Greenwich headquarters.

These remarkable efforts and our unwavering commitment to being impactful investors empower us to drive meaningful change at the organization and portfolio levels. We are proud, excited, and honored to share our 2024 Impact Update, which details our contributions as a Firm and within our portfolio. As we reflect on our past successes, we are energized by the opportunities that lie ahead and are committed to further driving financial value through impact initiatives.

WITH TREMENDOUS THANKS,

Michael & Scott

2024 Case Studies

APC	Sustainability and Decarbonization
Boll & Branch	Supply Chain Traceability
Miami Design District	LEED Neighborhood Development
Kodiak	Economic Opportunities for Employees
Vertical Process	L Catterton Investment Strategy
Bloomchic	Inclusive Fashion
PRISM	Proprietary Women's Leadership Program
Urban Egg	Local Sourcing
Despegar	Differentiated Training Programs
LC Academy	Underrepresented Talent Development

2023 IMPACT HIGHLIGHTS



ESG Program Updates

- **Enhanced our ESG policy** to include a review of ESG elements in the underwriting process, investee stewardship details, and an overview of ESG focus areas
- **Reported to the UN PRI** for the inaugural year of their revised reporting framework
- Completed our **2nd submission to the EDCI** and our 6th annual ESG survey of our portfolio

Firmwide KPIs

47%

Female hires as a % of total hires (trailing 5 years)

5

Participants in the Firm's pilot LC Academy program, an experiential learning program for undergraduate seniors from underrepresented groups

107

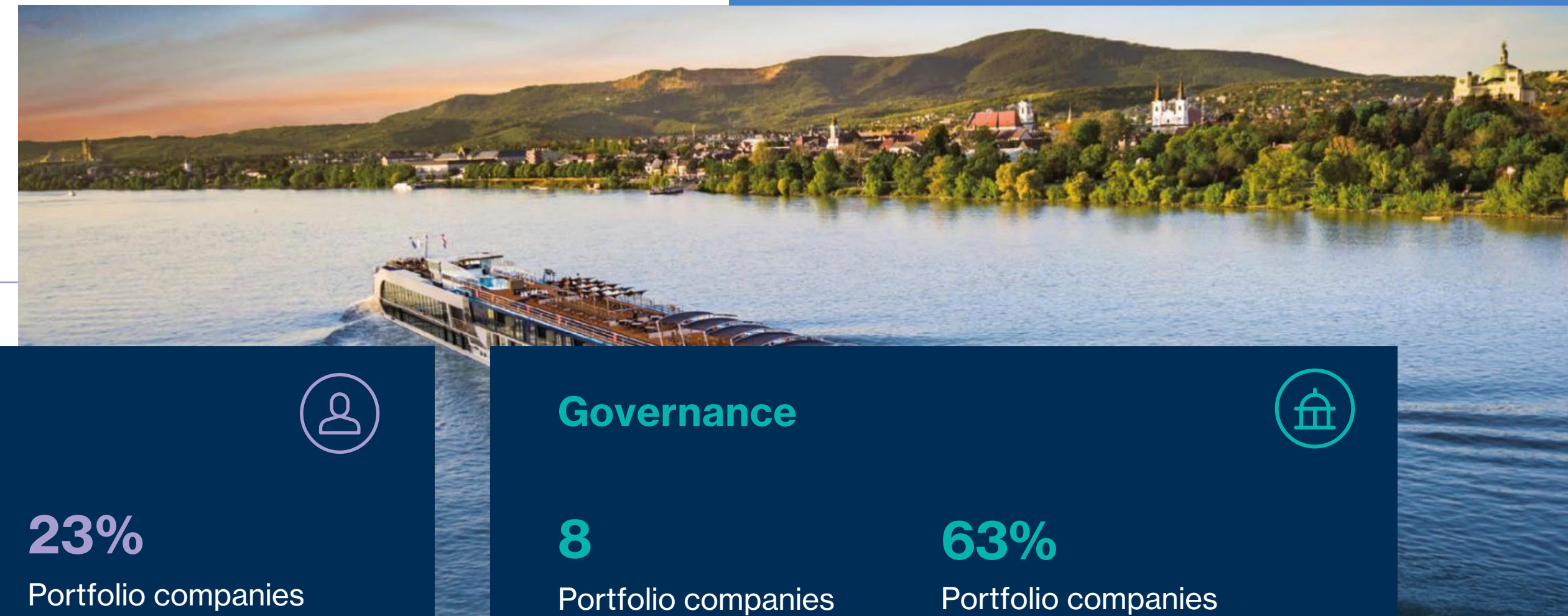
Portfolio companies completed L Catterton's 2023 ESG survey in its entirety

~60

Total participants across the three cohorts in our PRISM program, aimed at developing female executive leaders

~80%

Original PRISM cohort members who have secured a board seat



Portfolio KPIs

Climate



32%

Portfolio companies tracking greenhouse gas emissions, **a 45% increase under our stewardship**

15

Portfolio companies with a decarbonization strategy in place

Gender Diversity



71%

Portfolio companies with a woman on the board

23%

Portfolio companies with a female founder and/or CEO

Governance



8

Portfolio companies are B Corp Certified with 3 more in process

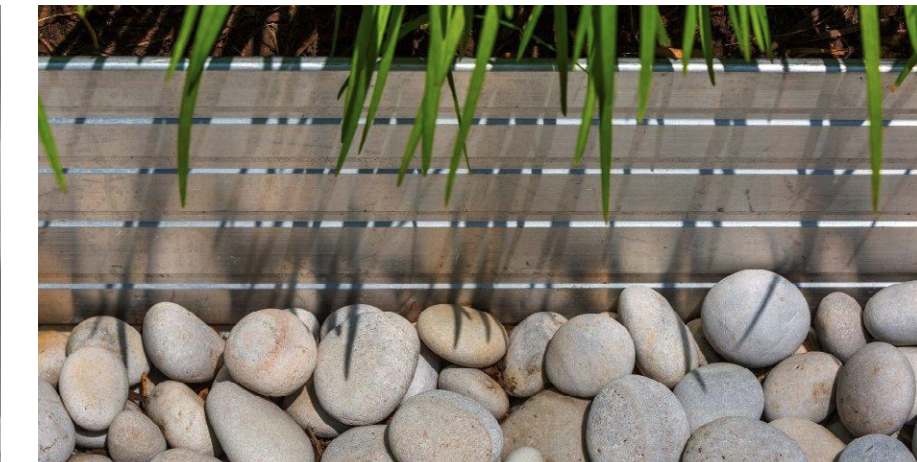
63%

Portfolio companies providing professional training and other workplace development opportunities

INTRODUCING L CATTERTON'S SUSTAINABILITY AND ESG LEADERSHIP

While the entire team at L Catterton contributes to our impact goals, the size and breadth of our portfolio warrant dedicated expertise to capture opportunities for value creation, prepare for increasingly complex regulatory expectations, and support the continued advancement of our ESG strategy. To enhance L Catterton's commitment to responsible investment and sustainable value creation, we recently established two pivotal leadership roles: Global Head of Sustainability and Head of ESG Policy & Measurement.

Devon Leahy joins L Catterton as the Global Head of Sustainability from Ralph Lauren, where she led the brand's sustainability strategy for the past five years. In her role at L Catterton, Devon will engage with portfolio companies to drive value creation by maturing sustainability and ESG programs. Creating a Global Head of Sustainability role builds on both our Firm's existing ESG foundation and our operations-centric approach. As we welcome Devon to the team, we will further embed ESG into the hands-on operational resources we provide to our portfolio, equipping our



companies to capture opportunities for value creation that advance both sustainability and business objectives.

After many years leading our Business Intelligence function and spearheading ESG initiatives, Jimmy Simmons expanded his role to include Head of ESG Policy & Measurement. Since his appointment to this position, Jimmy has focused on guiding firmwide ESG initiatives, including our ESG questionnaire and our annual reporting, engaging with partners including Persefoni, Malk Partners, Ownership Works, and others, and further unifying

our ESG program across strategies. This role is critical in centralizing ESG efforts across the organization and ensuring these principles are deeply woven into the Firm's strategic direction.

Together, these roles reflect the Firm's goal to strengthen and harmonize our approach to driving impact across geographies, focusing on creating business value, and ensuring both internal operations and portfolio companies are equipped to deliver meaningful and measurable ESG progress.



Devon Leahy

Global Head of Sustainability



Jimmy Simmons

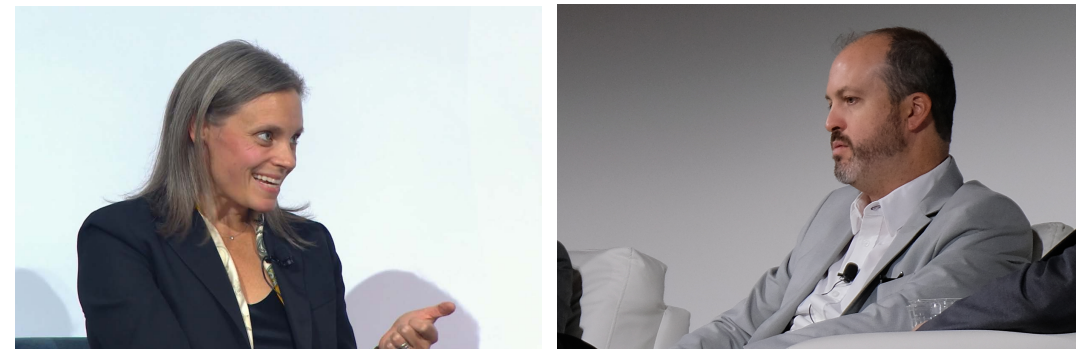
Head of ESG Policy & Measurement

INTRODUCING L CATTERTON'S SUSTAINABILITY AND ESG LEADERSHIP (CONT'D)

Devon, welcome to the team! Could you briefly describe your sustainability background and what drew you to L Catterton?

Devon Leahy: I've been passionate about solving environmental and social issues from a young age, which led me to study environmental science, economics, and policy. My career began in the public and non-profit sectors, but it was during my MBA that I saw how the intersection of sustainability and business value creation could be a powerful formula for change and value creation. Over the past 15 years, I've worked across various industries and companies, from certified B Corps like Seventh Generation and Etsy to major corporations like Walmart and, most recently, Ralph Lauren.

I was drawn to L Catterton because of the unique opportunity to work across consumer businesses within a large, global portfolio, collaborating with best-in-class investors and operators. The chance to create a strategic sustainability program that builds on the Firm's consumer expertise and growth orientation as it



aligns with my goal of enhancing value creation through sustainability initiatives as companies scale.

From your perspective, how does a robust approach to sustainability add value for consumer businesses?

DL: In any industry, a business-aligned sustainability strategy can create a range of benefits, from attracting values-aligned investors and retaining and motivating employees, to driving cost reduction activities and more efficient operations.

For consumer brands specifically, the advantages are even more pronounced. NYU/IRI data found that consumer products marketed as sustainable achieved a 5-year CAGR of 9.9% from 2018-2023, outperforming

total market and conventionally marketed products at 7.0% and 6.4%, respectively. Sustainability-marketed products have not only grown every year since 2013, but also realized a significant share increase despite market uncertainties amid the pandemic and higher inflation.

A compelling sustainability program can attract consumers who are increasingly conscious of environmental and social issues. This is particularly important for legacy brands that want to continue growing with younger, more sustainability-focused consumers. These are key ingredients for consumer brand value creation strategies and are highly aligned with L Catterton's investment thesis.

Jimmy, you've been involved with ESG at L Catterton since the program began. How have your day-to-day responsibilities changed since taking on the Head of ESG Policy & Measurement role?

Jimmy Simmons: Transitioning into the role has allowed me to devote more time to continually

professionalize our ESG program at L Catterton. This includes deepening our engagement with partners such as Malk and Ownership Works, better understanding stakeholder priorities, and having more direct interaction with our portfolio company's management teams.

What are your key priorities for the coming year?

JS: My main focus will be on continued education within our Firm and across our portfolio companies. With over 200 investment and operating professionals and approximately 150 portfolio companies, we can drive significant change. In a space that's constantly evolving, it's crucial to ensure we're continually enhancing our knowledge base. I've noticed a shift over the past few years—where once we were getting basic “what” questions about ESG, now the questions are more about the “why” and “how.” This shift towards more action-oriented inquiries shows that people are more engaged and eager to make a tangible impact, which is incredibly encouraging.

INTRODUCING L CATTERTON'S SUSTAINABILITY AND ESG LEADERSHIP (CONT'D)

Devon, how have you seen companies evolve their approach to sustainability over the years, and Jimmy, how have you seen the ESG landscape in private equity evolve over time and at L Catterton?

DL: When I first entered the sustainability space, the strategic focus was primarily on risk management, compliance, and philanthropy. Companies were concerned with minimizing environmental and social risks, but sustainability was often seen as a standalone practice rather than an integrated part of a business strategy. Today, while the landscape is still evolving, leading companies now leverage sustainability as a core value driver and a tool for innovation, recognizing and responding to consumer demand for more equitable and environmentally sound products and services. This shift has strengthened the business case for sustainability, particularly in consumer-driven sectors.

JS: As consumer sector investors, we've closely monitored how global consumers perceive and prioritize ESG-related concepts and themes. This approach has led to a portfolio increasingly

centered around ESG themes, reflecting the values and priorities of today's consumers. As far back as 2006, we invested in *Monosol*, a former portfolio company selling biodegradable, water-soluble packaging solutions that support the safe handling of chemicals and reduced packaging waste. The sustainability trends identified as part of *Monosol's* investment thesis have continued to drive growth since and have become more and more integrated into our deal sourcing and investment process.

From a broader GP perspective, the evolution of ESG initiatives in private equity has brought valuable frameworks like UNPRI, ILPA, and the ESG Data Convergence Initiative. While these frameworks haven't fundamentally changed our approach, they have enhanced our program. For example, our first ESG policy was implemented in 2015, and since becoming UNPRI signatories in 2019, we've conducted annual reviews and improvements. Similarly, we've collected ESG data from our portfolio companies since 2018, but joining the EDCI in 2022 has allowed us to contribute to the standardization of key ESG metrics across the industry.

How do you anticipate working together over the coming year?

DL: We're planning to create new tools and trainings to help our portfolio companies with their sustainability value creation strategies. Additionally, we are aiming to increase the frequency of interactions with our global employees to equip them with practical sustainability knowledge that can directly support their day-to-day roles and responsibilities, ensuring they are empowered to contribute meaningfully to our portfolio companies' sustainability goals.

JS: We're also focusing on further integrating our ESG action plans into our Value Creation Plans so that our diligence outcomes and ESG management practices throughout the hold period are fully aligned. We'll continue to engage with all our stakeholders, including LPs and portfolio companies, to better understand how we can collaborate on ESG priorities.

Overall, we're aiming to work in tandem to strengthen our ESG efforts and make sure

everyone – at the Firm and portfolio level – is engaged in making progress together. L Catterton's culture is one that encourages everyone to step up and offer assistance where they can; this is especially pertinent across the individuals supporting ESG activities at the Firm, where shared passions drive collaboration. I'm excited to continue building on the momentum of all the teams supporting ESG initiatives that thrive across functions and geographies.



ESG ACTION PLAN



As part of L Catterton’s commitment to portfolio engagement and ESG initiative development across our investments, we’ve continued to expand on our dedicated third-party annual ESG Action Plan review program.

During the diligence process, our ESG advisor, Malk Partners, aims to provide detailed recommendations that are designed to address ESG challenges and opportunities material to company operations while ensuring that the guidance is actionable and relevant.

Interacting with hundreds of private equity investments annually, Malk leverages industry trends and insights to assist our portfolio companies’ understanding of best practices across various business sizes, industries, and geographies.

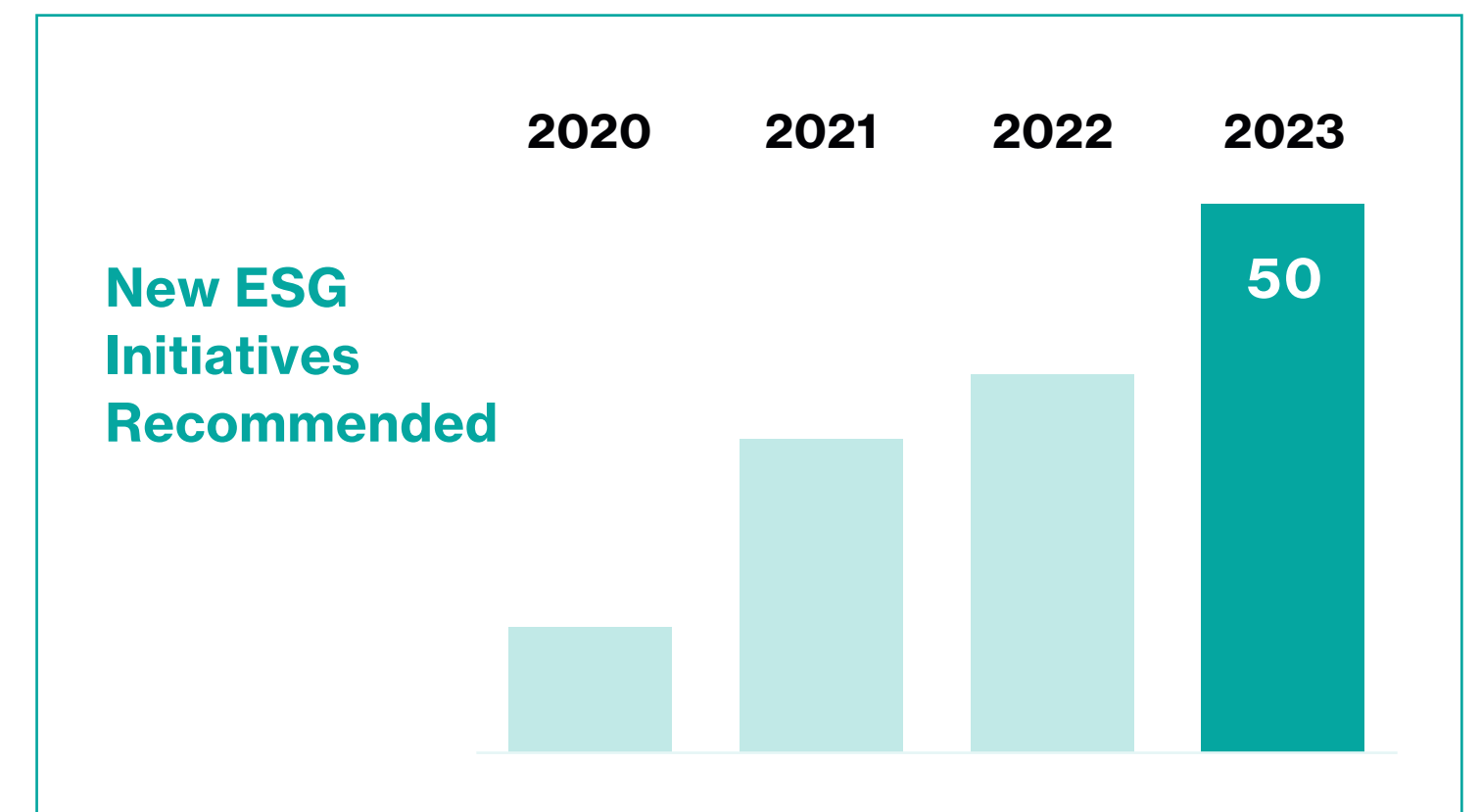
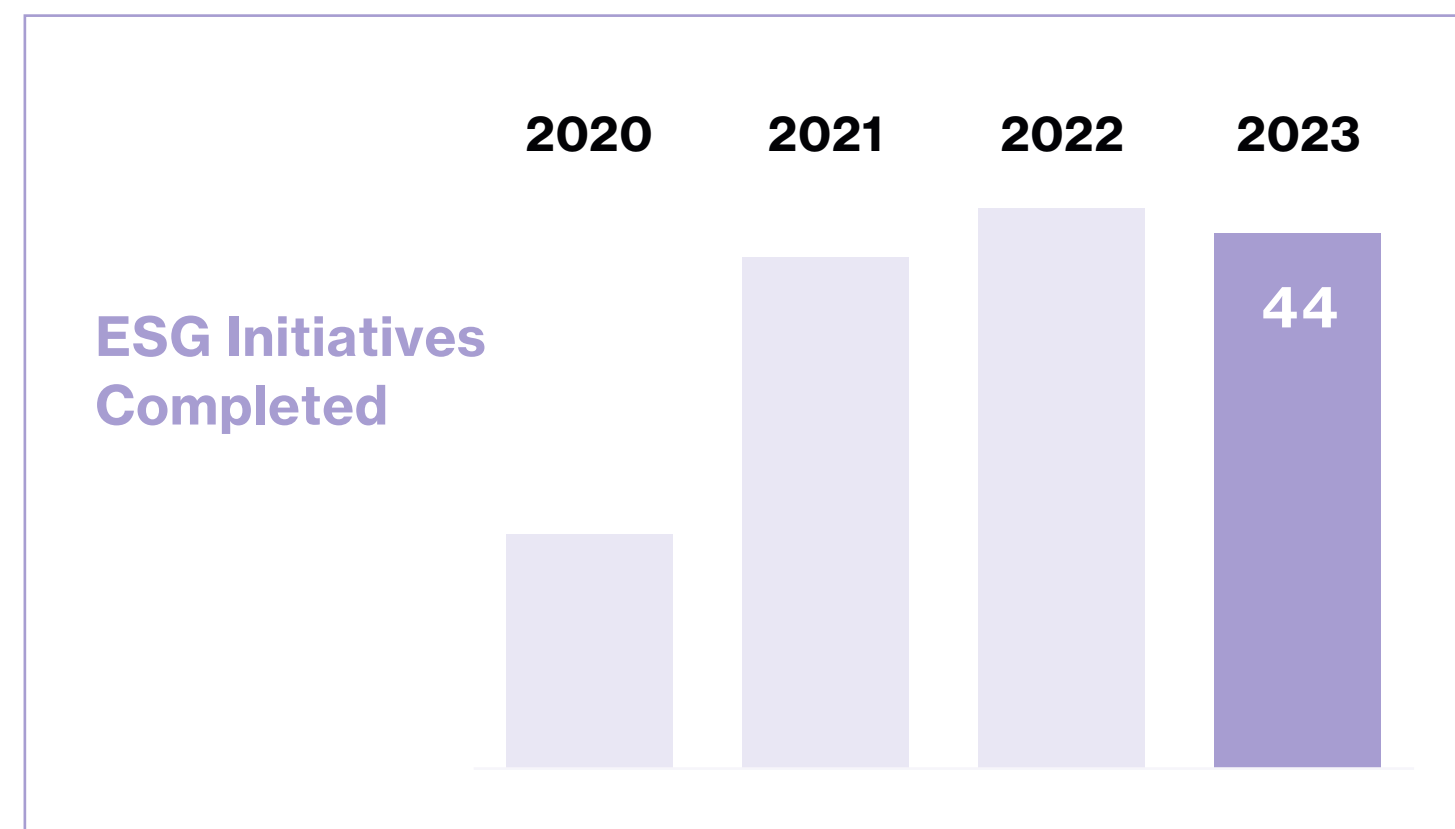
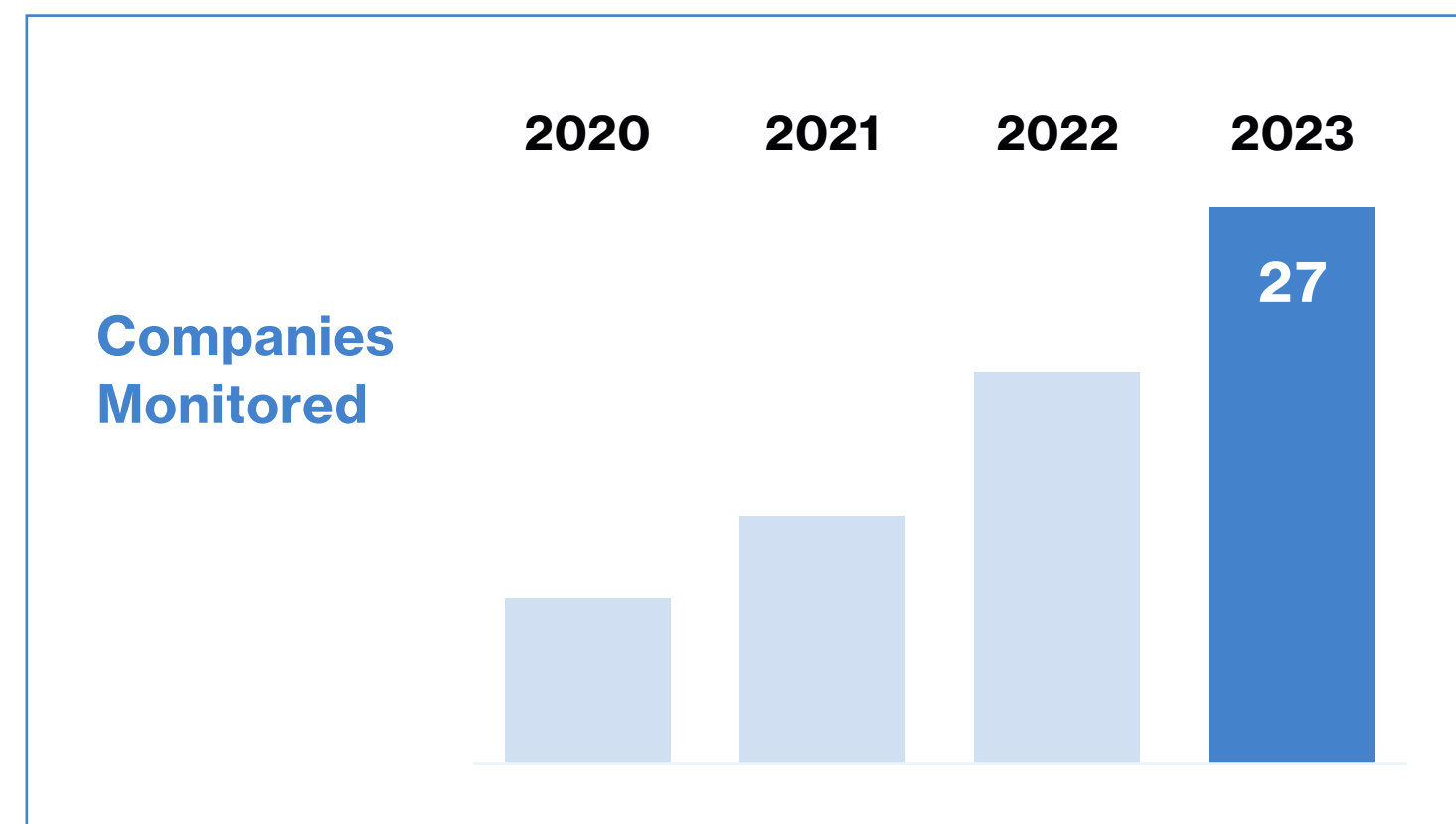
Using these Action Plans as a foundation, L Catterton collaborates with portfolio companies to implement the recommended updates, fostering a culture of continuous improvement. This approach aligns with

firmwide and portfolio-level goals and, importantly, ensures that each company progresses in its ESG maturity over time, adapting to new developments and regulatory requirements as needed.

Since 2021, L Catterton has engaged Malk each year to review and update each company’s bespoke ESG Action Plan through

a hands-on process that incorporates active discussions with portfolio management teams. This annual monitoring process further includes the collection of company-specific KPIs to enable quantitative reporting and progress, and in 2023, we enhanced the scope of data collection to add Principal Adverse Indicators where available.

2023 KPIs



ENVIRONMENTAL

L Catterton remains committed to expanding on identified climate action channels. We have continued to work with Persefoni to streamline the collection and calculation of our firm-level greenhouse gas (GHG) emissions, with a current focus on understanding our emissions from business travel.

In 2023, we also partnered with Citizens Bank to pilot a Carbon Offset Deposit Account, which utilizes excess deposits to accrue towards a quarterly purchase of carbon offsets.

Since the start of 2023, we have made six offset purchases resulting in the abatement of over 5,000 metric tons of CO2.

L Catterton continues to support our portfolio in its progress in environmental management and climate change mitigation. These areas align with both the preservation of our environment and increasing consumer interest in sustainability. Given the scale and diversity of our portfolio, this support can vary but may include recommendations at the

the board level, guidance through our dedicated annual monitoring, portfolio company webinars, or connections to third-party vendors.

In an effort to continue to reduce the friction of GHG emissions calculations, L Catterton has partnered with Persefoni to provide standardized operating terms and agreements that our portfolio companies can leverage to begin tracking their own emissions.



 **Citizens™**

5,000+

Metric tons of CO2 abated through the Citizens program

2023 Portfolio KPIs

29%



Portfolio companies with policies addressing environmental concerns

41%



Portfolio companies tracking environmental KPIs

32%



Portfolio companies tracking greenhouse gas emissions, **a 45% increase under our stewardship**

22%



Portfolio companies with an environmental certification, **a 33% increase under our stewardship**

SOCIAL



L Catterton believes that strong social practices, including development opportunities and diversity initiatives, attract top talent and reduce turnover. Moreover, for businesses in the consumer space, consumer purchasing power is now more diverse than ever before, necessitating a workforce representative of its customer base, as companies that understand the needs of their diverse customer base can gain market share and outperform peers.

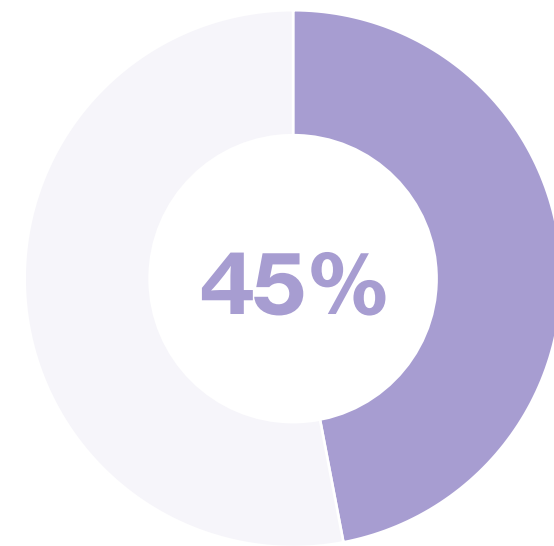
As our ESG program has matured over the last few years, we have identified key areas in which we can promote best practices through our engagements with portfolio companies, our industry partnerships, and our Firm's proprietary programs. This past year has seen:

- Our certification as a Great Place to Work® for the fifth consecutive year.
- A third cohort complete our proprietary board leadership program PRISM, aimed at developing female executive leaders. We're proud to report that ~80% of the inaugural cohort have successfully secured board positions.
- A joint event at our New York office with new partner, Synergist, an industry network for women in investing that provides training, mentorship, recruiting support, and networking. Over 40 female investors and bankers attended.
- A new, proprietary pilot program LC Academy, a week-long experiential learning initiative for undergraduate seniors from underrepresented groups. Participants experienced: 1) classroom-style sessions developing investment skillsets, 2) exposure to live deal activity through associate shadowing, 3) networking across the Firm, and 4) a group project centered on value creation for an active portfolio company.
- A partnership with Drexel Hamilton, a veteran-owned and operated broker/dealer, whereby we began allocating additional or excess deposits to a money market fund facilitated by the organization. Founded on the principle of providing meaningful employment opportunities to disabled veterans, Drexel Hamilton offers comprehensive training and guidance for veterans entering a competitive industry. Our partnership has proven highly successful thus far, and we look forward to continuing our investment.
- Maturity of our collaboration with Ownership Works, including meetings with investment team leaders and ongoing review of our portfolio to identify suitable companies for this initiative.
- The launch of our newest family benefit, Vivvi, which provides employees with a safe, trusted option for backup childcare.



SOCIAL – BY THE NUMBERS

Female representation



Total Global Headcount

47%

Female hires as a % of total hires (trailing 5 years)

35%

Senior roles in the Firm held by females

~60

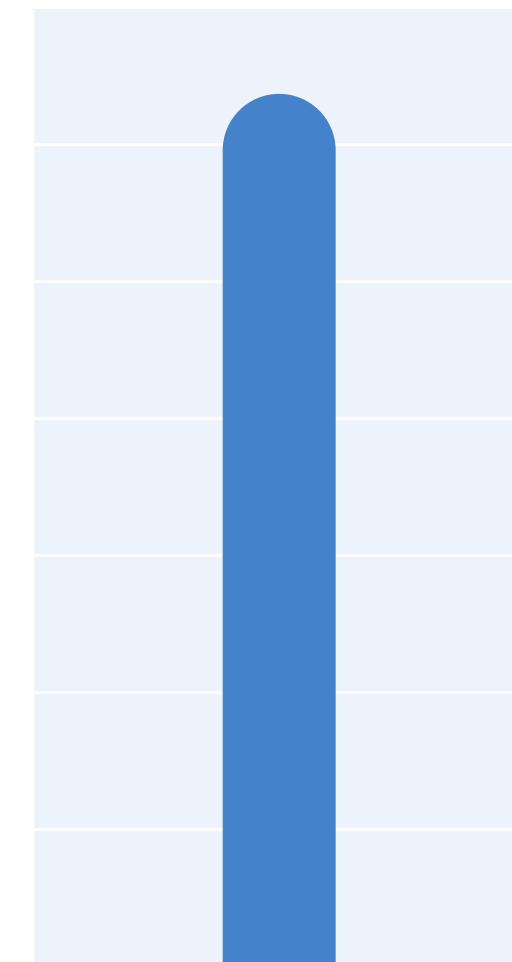
Total participants across the three cohorts in our PRISM program

~80%

Original PRISM cohort members who have secured a board seat



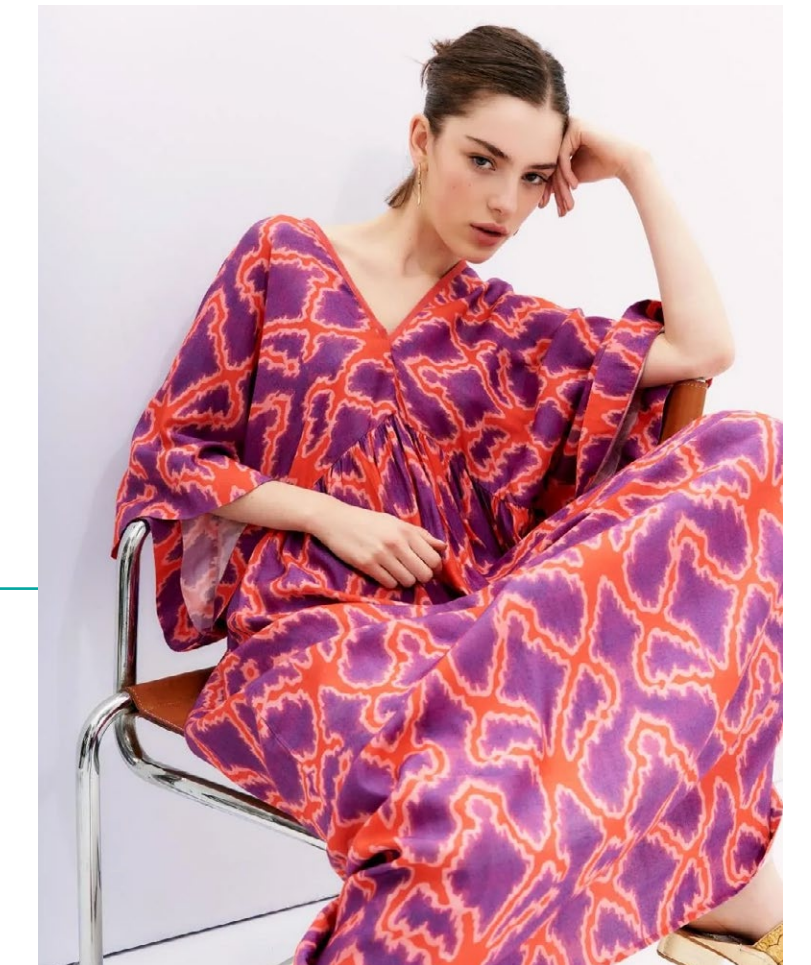
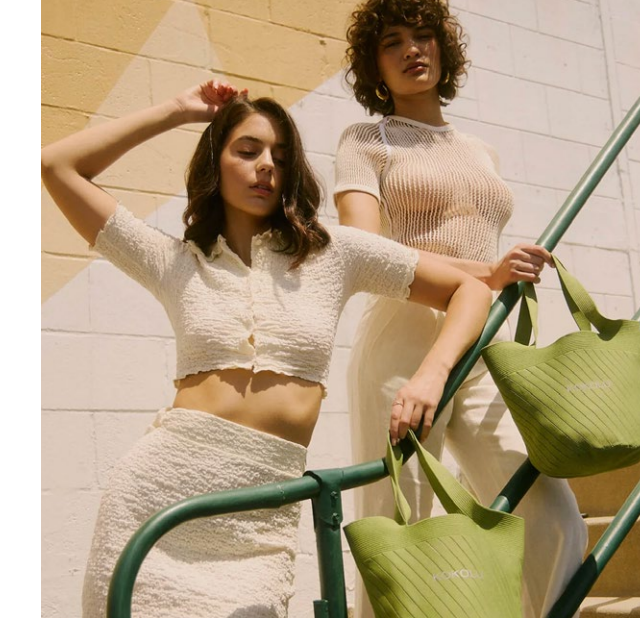
91%



Participants responded that L Catterton is a Great Place to Work® in 2024

+60%

Higher than the average response for US-based firms



38%

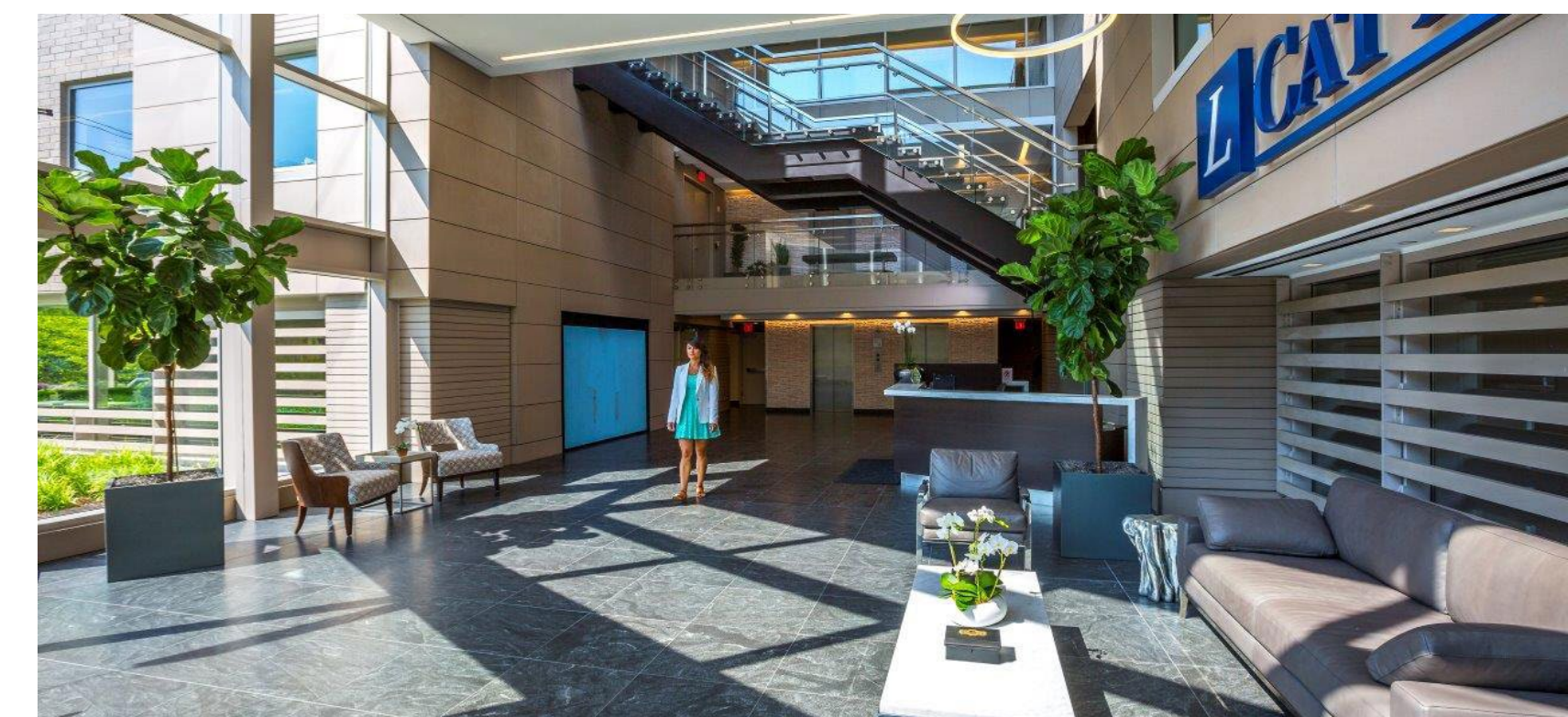
Portfolio companies with a diversity policy

23%

Portfolio companies with a female founder and/or CEO

71%

Portfolio companies with a female board member



GOVERNANCE



Firmwide KPIs

100%

Employees offered cybersecurity training

100%

Employees offered compliance training

100%

Employees offered anti-discrimination and harassment prevention training

100%

Employees offered ESG training

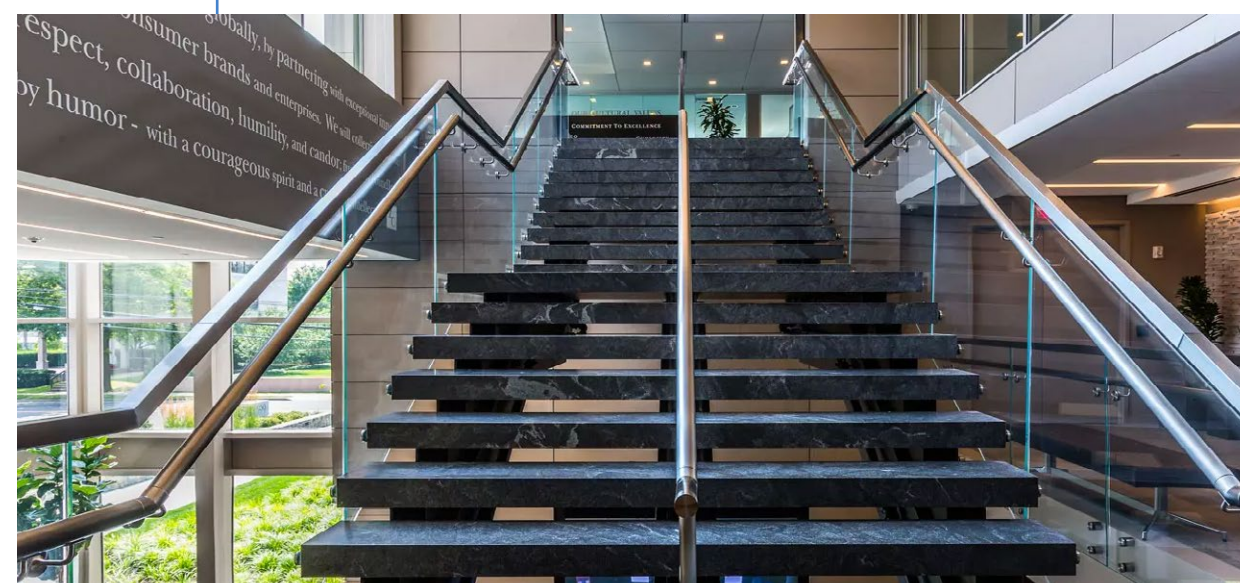
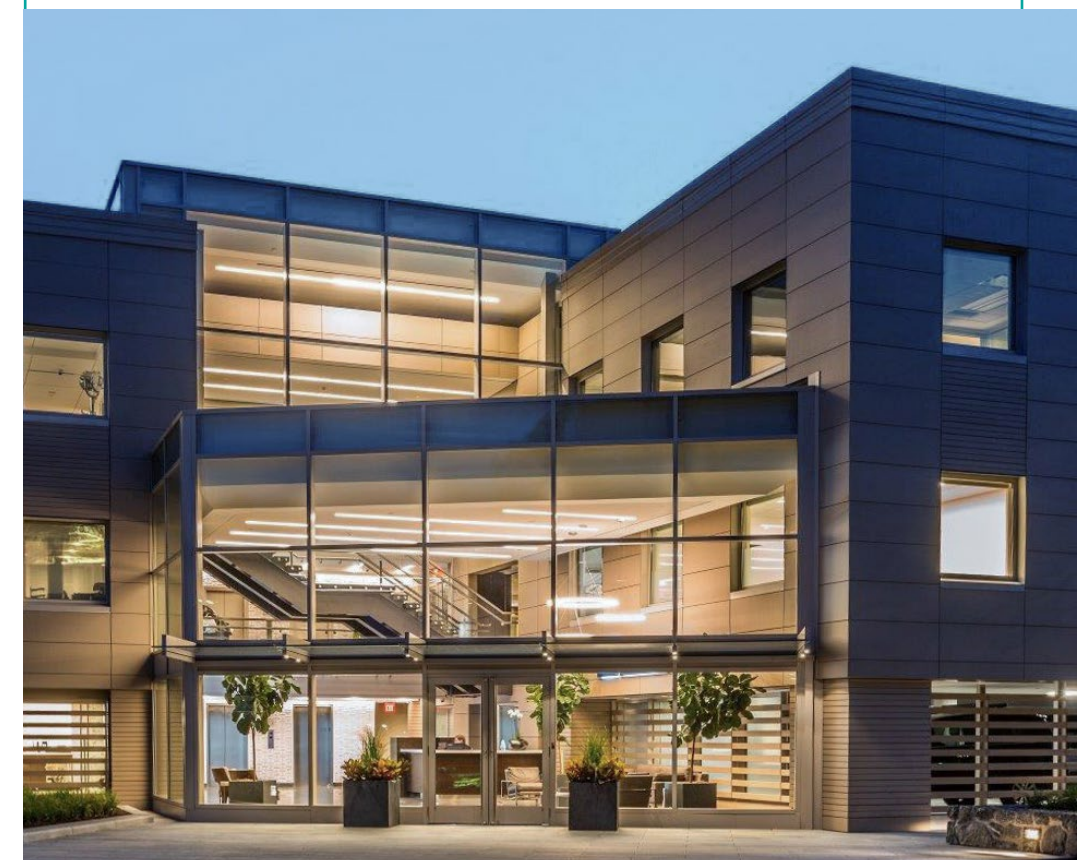
Portfolio KPIs

50%

Portfolio companies considering ESG initiatives as part of risk management processes

41%

Portfolio companies with senior leadership or board oversight of ESG practices



Education

In addition to programming such as compliance training and cybersecurity education, since 2021, the Firm also provides dedicated annual ESG training. This dedicated training has been enhanced over time and now includes additional content for the full investment and operating teams as well as a section designed specifically for board members holding seats on portfolio company boards to encourage more active engagement on ESG topics at the board level.



Regulatory

In recent years, we have seen the introduction of multiple sustainability disclosure regulations in the US and abroad that have implications for our Firm and our portfolio. At the firm level, compliance with frameworks such as the Sustainable Finance Disclosure Regulation (SFDR) requires enhanced transparency and reporting on ESG factors and necessitates robust internal processes to ensure accurate and timely disclosures within certain funds. Meanwhile, we continue to support our portfolio companies in navigating evolving ESG regulatory landscapes, including the Corporate Sustainability Reporting Directive (CSRD) in the EU, supply chain disclosure regulations in Canada, the UK, and Australia, and climate regulations in California.



Cybersecurity

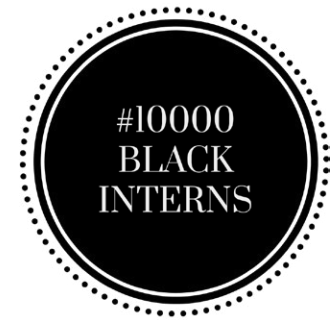
Data privacy and security is an essential component of good governance, and L Catterton remains focused on identifying and mitigating cybersecurity risks effectively across the portfolio and the Firm. Where material, we conduct specific data privacy and security diligence on target transactions. Post investment, we collaborate closely with our portfolio companies to ensure the development of strong information security measures that are customized to the needs of each portfolio company. This year, we launched a portfolio-wide cyber monitoring plan in partnership with Aon, where we assess the cybersecurity maturity of portfolio companies on a monthly basis.

COMMUNITY

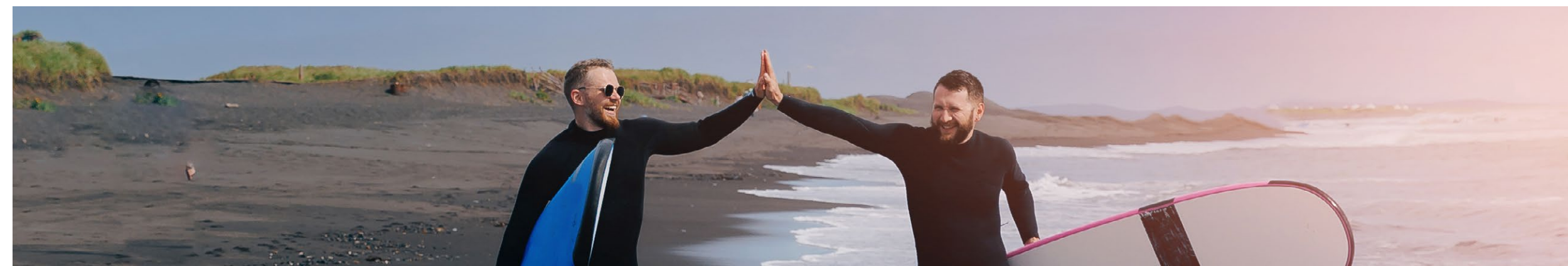
L Catterton seeks to foster a culture of belonging and inclusion across our workforce and within society. Leveraging our extensive global footprint, we continue to actively pursue avenues for positive change within our local communities and

across our networks in the investment and consumer industries through philanthropic endeavors, volunteerism, and participation in DEI initiatives. We continue to partner with organizations dedicated to advancing diversity and inclusion ranging from

diverse campus group sponsorships to programs aimed at recruitment and development of talent from varied backgrounds at all organizational levels.



We take pride in our proactive efforts to contribute to the communities around us by supporting initiatives that promote wellness, inclusivity, and overall community well-being. Through our sustained engagement with charitable organizations, we endeavor to make a meaningful and lasting impact on the communities we call home.



DISCLOSURES & ENDNOTES

DISCLOSURES

Information regarding specific *L Catterton* portfolio companies presented herein is provided for illustrative purposes only. The information is meant to provide a general background regarding certain ESG initiatives undertaken by *L Catterton* and its portfolio companies. These companies do not represent all investments and not all portfolio companies have employed the level of ESG practices, initiatives, or metrics as those presented in this report. There is no assurance that *L Catterton* or any of its portfolio companies will be able to employ the same ESG practices and initiatives or attain the same level of metrics in the future.

The information included in this Report is presented for informational purposes only. This Report shall not constitute an offer to sell or the solicitation of any offer to buy an interest, security, or investment product. Nothing contained herein constitutes investment, legal, tax, or other advice nor is it to be relied on in making an investment or other decision.

The information included in this Report is only current as of the date indicated and may be superseded by subsequent market events or for other reasons. Certain information contained in this Report has been obtained from third party sources. While such information is believed to be reliable for the purposes used herein, *L Catterton* has not independently verified such information and makes no representation or warranty, express or implied, as to the accuracy, correctness, reasonableness, or completeness of the information contained herein assurance can be given that such goals, targets, intentions, or expectations will be met. Further, there is no guarantee that *L Catterton* will remain a signatory, supporter, or member of any responsible investing initiatives or other similar industry frameworks cited within this Report.

Goals related to *L Catterton's* ESG efforts are aspirational and are not guarantees or promises that such goals will be met or successfully implemented and make investments in companies that create a positive impact or outcome while enhancing long term value and achieving financial returns. Certain information contained herein relating to responsible investment goals, targets, intentions, or expectations reflect current thinking and may be subject to change, and no assurance can be given that such goals, targets, intentions, or expectations will be met. Further, there is no guarantee that *L Catterton* will remain a signatory, supporter, or member of any responsible investing initiatives or other similar industry frameworks cited within this Report.

ENDNOTES

General

- Data is as of December 31, 2023 unless otherwise stated.
- 107 portfolio companies completed the 2023 *L Catterton* ESG survey in its entirety. Unless otherwise noted, calculations for the 2023 Portfolio KPIs refer to these survey results. Data is typically self-reported.
- 34 portfolio companies reported they track emissions. Of that group, 24 portfolio companies track Scope 1 emissions, 22 portfolio companies track Scope 1 and 2 emissions, and 16 portfolio companies track Scope 1, 2, and 3 emissions. 10 portfolio companies did not provide a breakdown of emissions tracked.

Page 3

- Calculations for the gender diversity statistics are based on the full portfolio of 151 portfolio companies as of December 31, 2023.
- The increase in GHG emissions is based on the number of companies that began reporting GHG emissions following our investment and is compiled from data in the annual ESG surveys.

Page 5

- NYU/IRI data can be found [here](#).

Page 8

- The increase in GHG emissions is based on the number of companies that began reporting GHG emissions following our investment and is compiled from data in the annual ESG surveys.
- The increase in environmental certifications is based on companies that earned an environmental certification following our investment and is compiled from data in the annual ESG surveys.

Page 10

- Senior roles in the Firm are defined as Vice President and above.
- The average "Great Place to Work®" measurement for US-based firms is 57%, as reported by a Great Place to Work®.

Page 11

- Training offered to *L Catterton* employees is considered mandatory. Trainings noted included a live component and offline reference materials and/or recordings.