

Sustainable Finance Disclosure Regulation (2019/2088) (the "Disclosure Regulation")

Bain Capital Investments (Ireland) Limited and Bain Capital Investments (Luxembourg) S.à r.l. (each a "Firm") make the following disclosures in accordance with the Disclosure Regulation.

Sustainability risk policies

A sustainability risk means "an environmental, social or governance event or condition that, if it occurs, could cause an actual or potential material negative impact on the value of the investment". In the context of the Firm, sustainability risks are risks which, if they were to crystallise, would cause a material negative impact on the value of the portfolios of the Firm's funds.

Before any investment decisions are made on behalf of a Firm-managed fund, material risks associated with the proposed investment are identified and sustainability risks and considerations are integrated in investment due diligence. These risks and considerations form part of the overall investment analysis and are assessed alongside other relevant factors. Following this assessment, investment decisions are made having regard to the relevant fund's investment policy and objectives, taking into account relevant sustainability risks and considerations and Bain Capital's wider policies and procedures on responsible investing.

Principal Adverse Impacts

The Firm does not currently consider the adverse impacts of investment decisions on sustainability factors in the manner specifically defined by Article 4 of the Disclosure Regulation.

While Bain Capital believes that long-term value is enhanced by considering sustainability risks (as defined in the Disclosure Regulation) when investing and actively improving the ESG practices of its investee companies, Bain Capital is mindful that the detailed underlying rules in this area merit a thorough evaluation, including to ascertain the availability of the data set expected to be required to report under the new requirements. This evaluation process is currently underway, and the position will be kept under review as the underlying rules are finalised.

Remuneration policy

The Firm pays its staff a combination of fixed remuneration and variable remuneration. Variable remuneration for relevant staff takes into account compliance with all of the Firm's policies and procedures, including those relating to risk management and the integration of sustainability risks.