

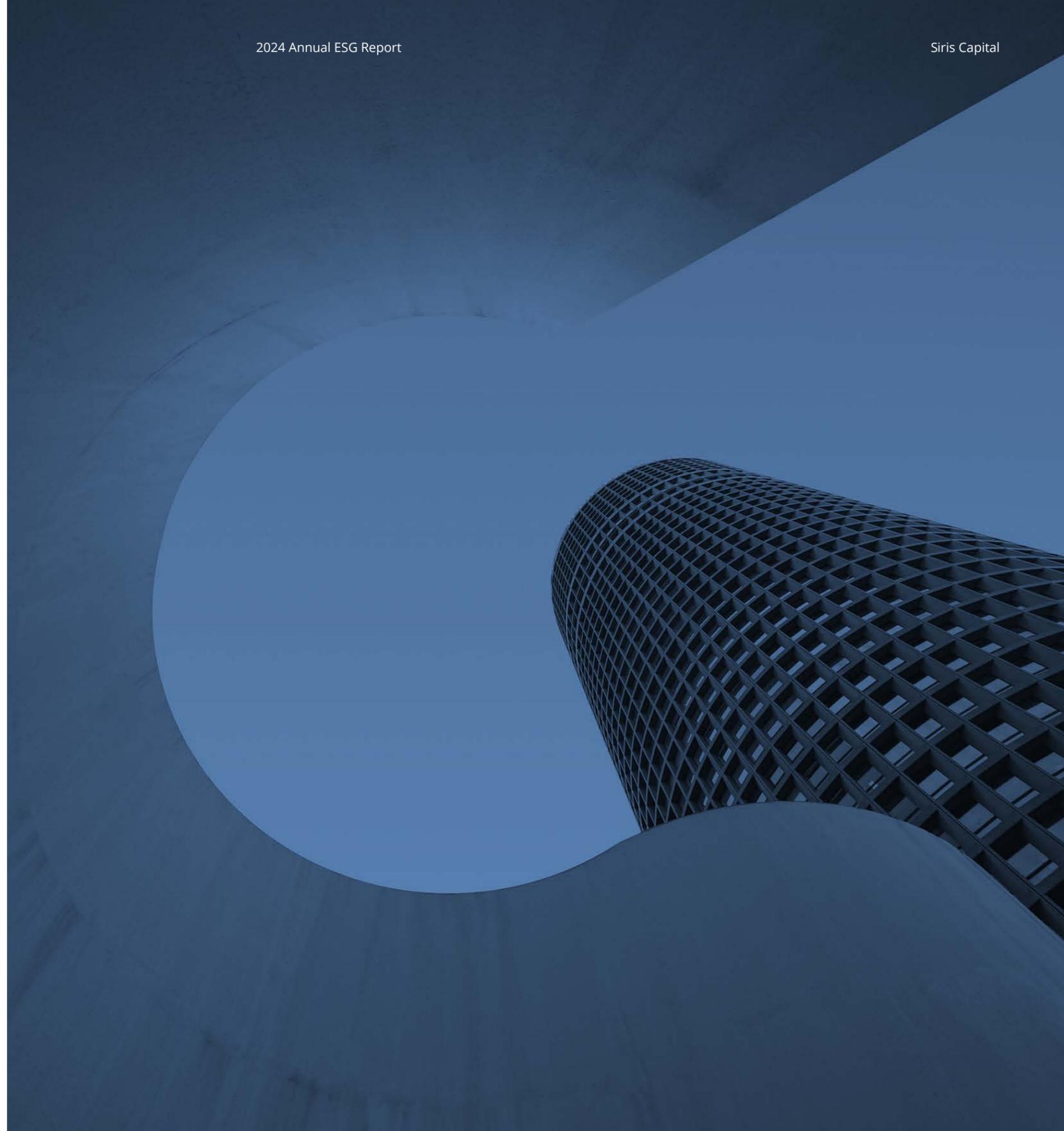


2024

Annual ESG Report

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I. Our Commitment to ESG



Siris at a Glance

Siris was founded in 2011 to bring a new thinking and a distinct approach to tech & telecom private equity investing. To date, Siris has raised more than \$5.9 billion of cumulative committed capital and is currently targeting investment opportunities with transaction values of \$200 million to \$800 million.¹



1. As of December 2024.
2. As of June 2024. Includes platform investments only.

Message from Our Leadership



Jeffrey Hendren
Co-Founder & Managing Partner
ESG Committee Co-Chair

“At Siris, we are committed to incorporating ESG practices into both our firm level-operations and our investment approach. We believe that having a robust ESG program is fundamental to the success of our operations.

Over the past year, Siris has focused on strengthening our existing ESG policies and procedures and furthering our progress on the commitments that we have made. Throughout this report, we will provide updates on our alignment to the PRI framework, enhancements to our ESG Policy, new ESG-related memberships, and more. We believe that these developments help us identify and address key risks in our portfolio and help us remain focused on delivering attractive, risk-adjusted returns.

In addition to providing updates on our ESG integration approach, we also share with you key insights into our firm-level ESG programming, which include DE&I initiatives and community engagement events.

We are excited to present our 2024 Annual ESG Report with you, highlighting our continued dedication to responsible business.

Jeffrey Hendren

Timeline of ESG Achievements

Siris first began institutionalizing its ESG program in 2020. Since then, we have made significant progress in defining, implementing, and refining our ESG approach.



ESG Committee

ESG is integrated into both our investment processes and our firm-level procedures at Siris. By incorporating ESG factors, we strive to reduce risks for our portfolio companies and for our firm as a whole.

In November 2020, Siris established our ESG Committee, led by one of our Managing Partners, to guide our ESG program. The ESG Committee is a multi-disciplinary group comprised of senior leaders committed to ensuring our related policies and procedures are consistently and correctly implemented across our activities.

The Committee provides oversight for our ESG programming, including regularly reviewing our ESG Policy, ESG due diligence procedures, and internal DE&I programming.

“The Siris ESG Committee is dedicated to fostering ESG practices throughout our operations and investment processes and is focused on risk mitigation for our investors”

Sandeep Guleria
Partner

ESG Committee Members



Jeffrey Hendren
Co-Founder & Managing Partner
ESG Committee Co-Chair



Tracy Harris
Partner & COO
ESG Committee Co-Chair



Elias Mendoza
Executive Partner



Sandeep Guleria
Partner



Ciara Roche
Senior Advisor, Compliance

ESG Integration

At Siris, our ESG integration strategy encompasses all stages of the investment lifecycle, from pre-acquisition due diligence through exit.

Underwriting

- As part of the pre-acquisition diligence process, Siris utilizes internal due diligence procedures, inspired by the SASB Standards, to assess potential investments for material ESG risks and opportunities. Topics reviewed include labor practices, employee DE&I, business ethics, enterprise risk management, energy management, and GHG emissions.
- The results of the assessment are incorporated into final investment memos and reviewed by the Investment and ESG Committees during the decision-making process.

Investment

Post Close

- Siris implements a structured approach to mitigate ESG-related risks across our portfolio. As part of each new investment's 100-day plan, Siris addresses the material ESG risks and opportunities that were identified during the pre-acquisition diligence process.
- Action plans for each company are updated annually based upon recommendations from a third-party ESG assessment.
- To ensure progress on related matters, Siris assigns each company's board oversight responsibility of ESG and DE&I initiatives. We also ensure the board includes independent and diverse members to promote a diversity of thoughts and perspectives.

Monitoring

- Siris actively performs an annual KPI collection from its portfolio companies and engages a third-party to assess their ESG programs against a defined set of standards (more information on page 14).
- The data points collected were inspired by the SASB standards and ESG Data Convergence Initiative. The metrics cover a range of topics from environmental footprint and employee engagement to enterprise risk management and DE&I, among others.
- Siris also holds regular cross-portfolio forums to share best practices with portfolio company leadership.

Exit

- When exiting an investment, we are committed to transparency and collaboration with potential buyers.
- We share relevant ESG-related information, including the results of the initial due diligence assessment alongside our annual KPI collection results where available.

Memberships & Partnerships



Signatory of:



1. There can be no assurance that Siris will continue to partner with such third-party firms in the future

II. 2024 Progress & Achievements

ESG Membership Updates

UN Principles for Responsible Investment (PRI)

In October 2021, Siris became a signatory to the UN Principles for Responsible Investment (PRI). As a signatory, we are committed to continuously enhancing and improving our ESG policies and procedures, in addition to transparently reporting on our activities related to implementing the six principles defined by the UN.

In 2024, we completed our first PRI report submission. Looking forward, we have identified initiatives to further align our investment and monitoring processes with the framework.



Principle 1

We will incorporate ESG issues into investment analysis and decision-making processes.



Principle 2

We will be active owners and incorporate ESG issues into our ownership policies and practices.



Principle 3

We will seek appropriate disclosure on ESG issues by the entities in which we invest.



Principle 4

We will promote acceptance and implementation of the Principles within the investment industry.



Principle 5

We will work together to enhance our effectiveness in implementing the Principles.



Principle 6

We will each report on our activities and progress towards implementing the Principles.

ESG Data Convergence Initiative (EDCI)

In 2024, Siris became a member of the ESG Data Convergence Initiative (EDCI), an industry-wide consortium with the goal of creating a standardized set of ESG metrics for private markets. As part of our membership with the EDCI, we are required to submit anonymized data from our portfolio companies, which we gathered through our annual KPI collection process. We also receive access to the EDCI's anonymized benchmarking database. With this information, we gain insight into how our portfolio companies compare to industry peers which allows us to identify additional areas for risk mitigation and improvement.

EDCI Metrics include:



GHG Emissions



Renewable Energy



Diversity



Employee Health & Safety



Employee Attrition



Employee Engagement

Enhancements to our Policies & Procedures

Each year, the ESG Committee reviews our policies and procedures to ensure they remain aligned with best practices as the industry continues to evolve. This year, we've made the following enhancements.

ESG Policy Updates

In recent years, we have seen the detrimental impacts that climate change can have on our communities and society at large. Although we typically invest in technology companies that do not have a substantial physical presence or manufacturing base, we understand that climate change may still impact our portfolio. We have enhanced our ESG Policy to ensure that the physical and transition risks associated with climate change are assessed during investment due diligence and monitoring, where applicable and material. This can include assessments to understand the physical risks associated with our investments. If material risks are identified, the Siris team engages portfolio company management to implement mitigation measures as applicable.

In addition, although not typically high risk for the sectors in which we invest, we have also enhanced our policy to include high-level reviews of human rights-related practices during our due diligence process to determine if there are any material risks that may need additional assessment.

ESG Due Diligence

We have recently developed a tool to standardize our ESG Due Diligence Process. During pre-investment due diligence, our investment professionals utilize the tool to assess potentially material topics. The topics are informed by the SASB Standards for technology and technology-related industries. If any material risks are identified, external advisors may be engaged for additional diligence.

Results of the due diligence assessment are reviewed by the ESG Committee and included in the final investment memo. The Investment Committee considers the results and recommendations of the ESG Committee during the decision-making process.

“We acknowledge that a successful ESG program requires a dynamic, yet intentional approach. We are committed to transparency and accountability and will continue to inform our stakeholders as our internal framework and tools adapt to the changing environment.”

Tracy Harris
Partner & COO
ESG Committee Co-Chair

Our Carbon Footprint

Committed to understanding and reducing our firm-level environmental impact, Siris has actively measured and monitored our carbon footprint in line with the Greenhouse Gas Protocol Corporate Standard since 2022¹.

Recognizing the impact of COVID-19 restrictions on travel and operations in 2020 and 2021, we have set 2019 as our baseline year for comparison. Since we began calculating our footprint, we have increased our capacity to calculate additional Scope 3 categories – this year, we conducted an employee commute survey to measure category 7 emissions, which accounts for the increase in year-over-year emissions.

We have identified Scope 3 Category 6: Business Travel emissions as the biggest driver of our overall footprint. Looking ahead, we are evaluating purchasing carbon offsets and considering implementing behavior-based policies within the firm to reduce our carbon footprint.



1. GHG Protocol (ghgprotocol.org) establishes comprehensive global standardized frameworks to measure and manage greenhouse gas (GHG) emissions. The GHG Protocol Corporate Accounting and Reporting Standard provides requirements and guidance for companies and other organizations preparing a corporate-level GHG emissions inventory
2. Scope 1 emissions are not applicable as Siris does not have emissions that occur from sources that are controlled or owned by the organization.
3. Scope 2 emissions for 2019 and 2020 only included those associated with Siris' New York, NY office space. 2021 Scope 2 emissions include those associated with Siris' New York, NY, and Palo Alto, CA office space. 2022 Scope 2 emissions include those associated with Siris' NY, FL, and CA office spaces. 2023 Scope 2 emissions include those associated with the NY and FL office spaces. In some cases, monthly averages were used to estimate utilities.
4. Scope 3 emissions for 2019 – 2023 include Siris' business air, rail, and car travel for all employees, and waste generation for the occupied office spaces included in Scope 2. Scope 3 emissions 2023 also include employee commute data. Siris' financed emissions are not included in Scope 3 data. For all years, rail emissions were estimated using spend-based method, and 2016 US Industries Commodities EIO emission factors and waste-generated emissions were estimated using latest MSW Facts & Figures (2012).

III. ESG Across the Portfolio



ESG Across the Portfolio – The Siris Standards

At Siris, we recognize that ESG risk factors and opportunities can significantly influence valuation, reputation, and overall performance of our portfolio companies. In 2023, we introduced a set of portfolio-wide ESG standards aimed at strengthening policies, practices, and governance frameworks to ensure robust oversight and mitigate risks.

These standards were developed by the ESG Committee to target key areas of risk and opportunity and were shaped by stakeholder expectations and the SASB Standards. They will be regularly reviewed and updated to reflect evolving ESG best practices.

We annually conduct an assessment of each portfolio company's adherence to these standards and provide recommendations to address any material gaps identified to reduce associated risks.

- 1 ESG Policy, Roadmap & Ownership
- 2 Board & Executive Level Governance
- 3 Environmental Impact & Sustainability
- 4 Diversity, Equity, & Inclusion (DE&I)
- 5 Data Security, Customer Privacy & Cybersecurity
- 6 Supply Chain Management
- 7 Enterprise Risk Management
- 8 Business Ethics, Labor Practices & Regulatory Compliance
- 9 Third-Party Assessment & Metrics

DE&I Across the Portfolio¹

Siris has always been deeply committed to DE&I as a firm. We recognize that human capital and strong DE&I programming impact both risk management and value creation opportunities. We engage with our portfolio companies to encourage the diversity of their management teams and talent pipelines, support employee DE&I efforts, and implement DE&I best practices. We include DE&I metrics as part of our annual ESG data collection process to help drive accountability for DE&I programs within our portfolio companies and to drive alignment with the Siris Standards.



1. Refer to page 26 for important information and disclaimer statements. Information was compiled in 2H'2024 from Siris' six unrealized control portfolio companies for the year ended December 2023.
 2. For 5 of the 6 control portfolio companies that reported attrition metrics.

ESG Across the Portfolio¹

Siris collects ESG-related data from our portfolio companies annually. The metrics are inspired by existing ESG frameworks such as SASB², TCFD³ and the ESG Data Convergence Initiative⁴. Highlights from this year's data collection include:



1. Refer to page 26 for important information and disclaimer statements. Information was compiled in 1H'2024 for the year ended December 2023.
 2. The Sustainability Accounting Standards Board (SASB) Standards (www.sasb.org) enable organizations to provide industry-based sustainability disclosures about risks and opportunities that affect enterprise value. SASB Standards identify the subset of environmental, social and governance issues most relevant to financial performance and enterprise value for 77 industries.
 3. The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) (www.tsb-tcfid.org) to improve and increase reporting of climate-related financial information.
 4. ESG Data Convergence Initiative (www.esgdc.org): "The ESG Data Convergence Initiative is an open partnership of private equity stakeholders committed to streamlining the private investment industry's historically fragmented approach to collecting and reporting ESG data."

IV. DE&I & Employee Engagement

Diversity, Equity, and Inclusion

Siris' approach to Diversity, Equity, and Inclusion is rooted in our leadership team's foundational commitment to promoting diverse perspectives across our Firm. Our team has formalized this commitment by establishing a DE&I subcommittee, implementing a DE&I policy, and collecting firm-level DE&I metrics.

Our firm-level DE&I approach includes:

Govern & Engage

- DE&I subcommittee executes mission and periodically engages with external partners, and solicits internal feedback
- Formal DE&I Policy provides guidance and philosophy

Train

- Provide DE&I training
- Establish career development tools and policies to enhance leadership diversity

Act

- Support and engage with non-profit organizations to advance DE&I initiatives within the investment management industry
- Continue to strengthen our program through periodically engaging with external DE&I advisors
- Build and strengthen diverse candidate pipelines

Measure

- Consistently monitor our team diversity, including the diversity of our candidate pools
- Provide qualitative feedback tools in annual review

Continuously Improve

- Foster a culture of inclusion and find opportunities to improve

Diversity, Equity & Inclusion Mission Statement

Siris is committed to a workplace culture that values and promotes diversity, equity, inclusion, and equal employment opportunities.

Siris Diversity Metrics¹

Percentage of Siris employees and executive partners from diverse backgrounds (including gender).

43%
of Partners

39%
of Investment Professionals

52%
of Overall Firm

1. As of January 2025

Community Engagement

As a firm, we are committed to contributing to the communities in which we operate and supporting initiatives to protect our natural environment.

We encourage our employees to support nonprofit organizations through volunteer efforts and financial support. The Siris Citizenship subcommittee engages with our employees by encouraging them to identify meaningful causes to support.

Corporate citizenship and community engagement are core to our organizational culture. Our corporate citizenship philosophy focuses on three pillars:



Learn

Support educational initiatives to enable individuals to develop the skillsets and knowledge base required to participate in the modern economy, including Private Equity and Technology. Support opportunities to help our employees learn how their actions can be more socially responsible for the benefit of both people and the planet.



Earn

Enable underprivileged groups to gain financial security through enabling increased access to professional roles in finance and technology industries.



Return

Engage with our community and our natural environment not only through financial support, but also through investment in time, networking, sponsorship, mentorship, and social capital.

CSR and Partner Organizations¹

Siris proudly supports the following nonprofit organizations that align with our core citizenship values:



1. There can be no assurances that Siris will continue to partner with such third-party firms in the future.



V. Portfolio Company Case Studies



EFI is a global technology company leading the transformation of analog to digital imaging with its printer, inkjet ink technologies and professional services. As an innovator in the digital printing and inkjet ink technology space, EFI has been driven by a passion to help its customers save energy, reduce costs, enable new digital applications, and minimize waste.

Emission Reduction Efforts

EFI has developed a Lifecycle Assessment (LCA) tool to accurately quantify the environmental impacts of its Nozomi Digital Printer. The LCA tool allows the company and its customers to understand the global warming potential (GWP) and resource consumption of each job performed by a Nozomi printer on a print volume basis from the raw material stage through the printing process (cradle-to-gate). The tool's accuracy and reliability have been third-party verified.

According to the tool's calculations, the EFI Nozomi Digital Printer releases around 50% fewer carbon emissions, utilizes around 30% less energy, and consumes around 40% less water than traditional analog printing technologies. Through this tool, EFI gains insight into its carbon footprint and can identify additional measures to further reduce emissions.

Focus on Cybersecurity

As threats to cybersecurity are constantly increasing, EFI has placed a greater emphasis on ensuring its internal and customer-related data are consistently protected. The company recently implemented a Vulnerability Management Policy that proactively creates guidelines to prevent potential exploitation of vulnerabilities and loss of sensitive data. The policy was developed in compliance with industry best practices. By establishing the policy, EFI ensures that the related procedures, including regular vulnerability scans covering all internally and externally facing assets and penetration testing of EF's network by any independent third-party, are consistently applied. The company has also developed remediation and mitigation measures to reduce the overall risk that it faces from cyber-related threats.



EQ is an international technology-led services and payments specialist providing expert shareholder, pension, remediation, and credit services. With over 6,000 employees, EQ supports 36 million people in 120 countries. EQ's purpose is to care for every customer and simplify every transaction delivered with less of an impact on the environment. EQ is committed to embedding principles of responsible business through collaborative partnerships and strong governance.

Employee Engagement

In February 2024, EQ achieved its highest EcoVadis Sustainability Score yet, receiving a bronze medal, scoring in the top 41% of all participants. Improvements include an increased score for the Labour & Human Rights module reflecting recognition of the company's employee engagement efforts and the Top Employers accreditations in three countries from the Top Employers Institute.

The Top Employers Institute program assesses HR-related policies and practices and provides benchmarks for peer organizations. For the first time, EQ scored in the top 25% of organizations for each of the three countries assessed, US, India, and UK, and ranked 15th in the UK. EQ has a robust employee engagement program that includes monthly engagement surveys and employee learning opportunities. Colleagues benefit from EQ Horizons, which provides funding for professional qualifications, and from the LEAP Leadership program, which received a coveted best practice award from the Top Employers institute.

Philanthropic Efforts

With a history of over a decade of support for charitable causes, EQ continues to provide philanthropic and volunteer opportunities. The company has a longstanding partnership with the UK-based organization, ShareGift, to facilitate donations of unwanted shares and cash entitlements from its shareholder services business to charitable causes. In 2024, the partnership raised £60,000, including £10,000 for the British Heart Foundation, a cause nominated by an EQ colleague whose son survived a cardiac event thanks to a bystander trained in CPR. The donation supports the organization's mission to advocate for life-saving CPR skills and promote the charity's RevivR training program. Over the years, the partnership with ShareGift has raised millions of pounds for charity.

In addition, each permanent EQ colleague receives two Volunteer Days annually to support their community or a chosen charity. EQ India colleagues partnered together to renovate a local secondary school, creating lasting benefits for the entire student body. Over 8 months, the EQ team helped with various tasks including roof insulation, gate construction, and classroom painting.

1. All data and information on this slide is provided by EFI and EQ. Siris does not make any representation or warranty, express or implied, as to the accuracy or completeness of the information. Please also see page 26 for additional information and disclaimers.



Founded in 1981, BearCom has been trusted by customers across North America as an integrator of land mobile radio systems and related communications and video solutions for safety and security. BearCom's highly trained technicians deliver engineered product solutions and value-add technical services to ensure safety and security throughout the equipment lifecycle to customers across the distribution, manufacturing, chemicals, construction, energy, transportation, and live events industries, as well as the public sector.

Cybersecurity Resilience

In 2024, BearCom took positive steps towards increasing its cyber security posture by moving its servers from an on-premises model to a colocation model. In addition to making BearCom's systems more resilient in the event of a natural disaster, the colocation facility is located near the company's headquarters in Garland, TX, which allows BearCom to have more timely oversight of operations and business continuity in the event of a systems issue.

Employee Relief Fund

BearCom recently expanded its relief fund ("BearCom Cares") to cover both Canadian and US employees. Employees can apply for grants from BearCom cares for a variety of unanticipated expenses, including medical expenses and costs associated with catastrophic property loss. The average grant is about \$2,000, and employees have the option of donating through auto-deductions from paychecks. BearCom has also expanded its paid leave offerings to include an additional week of paid caregiver leave for eligible employees.



Mavenir is building the future of networks and pioneering advanced technology, focusing on the vision of a single, software-based automated network that runs on any cloud. As the industry's only end-to-end, cloud-native network software provider, Mavenir is focused on transforming the way the world connects, accelerating software network transformation for 300+ Communications Service Providers and Enterprises in over 120 countries, which serve more than 50% of the world's subscribers.

Formalizing Commitment to GHG Emissions Reduction through SBTi

In January 2024, Mavenir committed to the Science Based Target initiative (SBTi) program. Through this program, Mavenir strives to build upon its tracking and external verification of greenhouse gas (GHG) inventory and introduce targets for reducing overall carbon emissions. To support this commitment, Mavenir's 2022 & 2023 GHG inventory was informally verified by consultants, with plans for additional external verification of 2024 emissions.

Through the SBTi program, which provides companies with defined paths to reduce emissions in line with the Paris Agreement goals, Mavenir has two years to develop an emissions reduction program which will then be submitted for official validation by the SBTi. The company is preparing to submit for review in early 2025.

Mavenir has the following aspirational reduction targets for inclusion within the SBTi plan:

Scope 1 & 2 carbon emissions: 20% reduction by 2030

Scope 3 emissions: 20% reduction in eight relevant Scope 3 categories

Net Zero by 2040

Broadening Supply Chain Evaluation

Mavenir's Supply Chain and Procurement team manages over 2,000 active suppliers around the world through economic and efficient management of the flow of goods and services. Additionally, Mavenir manages a screening processes of suppliers on topics including human rights, health and safety, cyber security and environmental practices to ensure robust practices are in place with its business partners. In early 2024, Mavenir expanded its supplier assessments to include various Diversity, Equity & Inclusion (DE&I) categories through EcoVadis' new DE&I Dashboard.

Mavenir believes in a diverse workforce and advancing equity, human rights and equal opportunities. Some customers also ask that Mavenir maintains an active DE&I program, to help them meet their supplier diversity targets. Mavenir identifies women-owned business suppliers, and asks that suppliers identify the scope of their DE&I programs and objectives to promote hiring from underserved communities.

In 2025, Mavenir is planning an internal Women of Mavenir program which will connect women across the organization to provide opportunities for collaboration, network growth and to share relevant and practical experience.

1. All data and information on this slide is provided by BearCom and Mavenir. Siris does not make any representation or warranty, express or implied, as to the accuracy or completeness of the information. Please also see page 26 for additional information and disclaimers. Mavenir information as of Nov. 2024.



Newfold is a leading web technology company serving millions of small to medium sized businesses globally to build a digital presence that delivers results. Newfold is committed to creating an open and inclusive environment that will ultimately help bring about positive outcomes for colleagues, customers, and the communities they represent.

DE&I Initiatives

To foster an inclusive culture, Newfold has focused on establishing employee resource groups, known as Affinity Groups, and increasing employee engagement and feedback. Currently, Newfold Digital has 23 Affinity Groups, with two more in development. These groups are championed at the executive level to provide a safe space for employees of various identities to connect and grow. Popular groups include Women In Newfold, PRISM@Newfold (LGBTQ), FIT@Newfold (Health and Wellness), Globetrotters@Newfold (Travel), Gamers@Newfold (Video Games), Golfers@Newfold and Greenthumbs@Newfold (Gardening).

2024 was a busy year for the Affinity groups. Events included the annual Women In Newfold fundraising activities, the rollout of the Globetrotters Travel Cookbook, the launch of the new Neurodiverse and Golfers groups, and the Writers@Newfold Campfire Stories Contest. Through these activities, Newfold aims to foster a culture of belonging and promote engagement across the global company and its local communities.

Because the company understands the importance of employee feedback and satisfaction, Newfold has also prioritized increasing engagement through the annual employee survey. From 2023 to 2024, the company has seen improvements in several key areas, including an increase in a "sense of belonging" and "commitment to diversity". With the responses, Newfold has been able to determine initiatives to prioritize that are important to the employee population.

Additionally, the Newfold India team engages in a number of Corporate Social Responsibility (CSR) activities and was recognized for its efforts with the Late Shri Subhash C. Gupta Memorial Award in February 2024. Activities include enhancing educational experiences and hygiene facilities with the Ek Pahel Memorial Welfare Society, training women as sign language interpreters, and more.

Carbon Tracking Efforts

Newfold Digital realizes the importance of understanding its firmwide carbon footprint. This year, the company engaged a carbon accounting platform to measure its 2023 Scope 1, 2, and 3 emissions. Through this partnership, Newfold is provided with a realistic assessment of its emissions, enabling it to track its carbon footprint and identify areas for improvement. Because the products and services provided are technology related, a majority of its emissions are Scope 3. Looking forward, Newfold is working with the platform to understand the sources of these emissions and identifying areas in its supply chain and operations to reduce its environmental impact.



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

Focus on Cybersecurity

In 2024, TPx introduced Dark Web Monitoring, powered by Breach Secure Now, as part of its mission to help businesses strengthen their cybersecurity defenses. Dark Web monitoring offers continuous scanning of the dark web – the hidden parts of the internet where cybercriminals often sell or share stolen data. With around-the-clock monitoring, businesses can detect when confidential information is being shared or sold illegally, allowing quick and effective responses to such threats.

In today's fast-evolving threat landscape, traditional cybersecurity measures are not always enough to protect a business from emerging risks. TPx's Dark Web Monitoring provides an additional layer of security by offering early detection of potential breaches. The timely alerts enable businesses to respond proactively, reducing the risk of financial losses, safeguarding their reputation, and protecting customer trust. By equipping companies with the tools needed to stay ahead of evolving threats, TPx is playing a crucial role in helping them maintain operational security and build resilience in an increasingly digital world.

Days of Service

TPx remains committed to giving back to local communities through its annual Days of Service program, an initiative that kicked off in 2022. 2024 marked the third consecutive year during which employees dedicated time to support charitable organizations. Altogether, 229 employees volunteered over 830 hours across the US & Ireland, through 23 different charitable organizations. The Days of Service events included efforts to support underprivileged groups in the areas where TPx operates. During the year, employees prepared Christmas stockings for abused women and children at SAFE Alliance in Austin, Texas; served over 380 meals for St. Vincent Lied Dining Facility in Las Vegas, Nevada; and assembled over 1200 food kits for the Los Angeles Regional Food Bank in Los Angeles, California, among many other efforts.

1. All data and information on this slide is provided by Newfold & TPx. Siris does not make any representation or warranty, express or implied, as to the accuracy or completeness of the information. Please also see page 26 for additional information and disclaimers.

VI. Final Reflections

As 2024 comes to a close, we reflect on our accomplishments and improvements throughout the year. We have continued to strengthen our ESG and DE&I programs, further aligning with industry best practices, and have supported our portfolio companies' continued focus on mitigating ESG-related risks.

In 2025, we will continue to engage with our key stakeholders to understand their focus and priorities and support our portfolio companies in their ESG-journeys. We remain committed to integrating ESG across our business operations, portfolio company engagement, and in how we interact with broader society. We look forward to sharing our updates in the coming year.

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