GRAHAM PARTNERS

2024 Environmental, Social, and Governance Report

PUBLISHED JUNE 2025

Table of Contents

This report features select public art from Mural Arts Philadelphia, whose mission is to harness the power of participatory public art to foster equity, opportunity, and better outcomes in Philadelphia.

Letter from the CEO

At Graham Partners,[1] our investment philosophy is rooted in long-term value creation through technological innovation. For those of you who joined us at our annual investor meeting this past fall, you heard us speak about our focus on investing in "Change Makers" – companies that seek to drive meaningful impact through their work and the communities they serve. While we may not singlehandedly change the world, we have the privilege of investing in businesses that can. Our role is to help our portfolio companies scale, improve, and become stronger, safer, and more resilient.

In 2024, this commitment enabled us to drive measurable progress across our family of companies, particularly in areas of environmental, social, and governance ("ESG") excellence. While recent discourse has politicized ESG, our approach remains steadfast: we prioritize operational performance enhancement, seeking to ensure our portfolio companies not only compete effectively but also foster healthy workforces and operate responsibly. Sustainable growth isn't about ideological positioning—it's about building professional management systems that improve efficiency, mitigate risk, and unlock long-term profitability.

This past year, we further strengthened our ESG program with a new, integrated approach focusing on material ESG factors relevant to each majority-owned portfolio company. The program aligns with three aspirational objectives: **first, REDUCING RISK** by equipping our companies with the tools to navigate cyber security, safety, and regulatory compliance effectively; **second, INCREASING PROFITABILITY** by identifying margin enhancement opportunities through energy and materials conservation initiatives; and **third, DRIVING GROWTH** by helping our companies meet customer ESG expectations, expand into new markets, and attract new business.

Beyond ESG, we continued to execute on our core investment strategy, deploying record capital in 2024—investing $480MM+ including four new platforms and five add-on acquisitions. We believe these investments illustrate our ability to identify and scale Change Makers with the potential to make an impact.

The following pages detail our progress in 2024 and outline our vision for 2025 and beyond. As we look ahead, our conviction remains clear: ESG, when executed effectively, is not a political stance—it is a framework for operational achievement, resilience, and sustainable growth.

Steven C. Graham

CHIEF EXECUTIVE OFFICER AND SENIOR MANAGING PRINCIPAL

Note: This report documents activities and data for the calendar year 2024, including ESG initiatives undertaken by Graham Partners, Inc. and its Flagship Buyout and Growth/Expansion Capital investments in the Value Creation phase. Unless otherwise specified, this includes companies in which Graham Partners has greater than or equal to 50% equity ownership (majority-owned investments). See General Disclosures for an explanation of defined terms.

Please refer to Endnote 1 on page 20 for additional detail.

New Platforms Touching Everyday Life

At Graham Partners, many of our investments not only have the potential to generate strong returns but also can create a meaningful, positive impact on everyday lives. Many of the companies we support are working to drive transformative change by offering smarter and more efficient solutions. Below we highlight the four platform investments we completed in 2024:

Tulkoff Food Products ("Tulkoff") is a manufacturer of custom sauces, dips, and dressings, primarily serving the foodservice and retail channels in North America. The company is committed to best management practices, leveraging its robust operational infrastructure and flexible operations to help maintain high standards of food safety and quality. Additionally, by providing innovative and diverse flavor options, Tulkoff enhances the culinary experience for consumers, contributing to the enjoyment and convenience of everyday meals.

E Tech Group ("E Tech") supports critical operations across various highly-regulated industries, including life sciences, food and beverage, data centers, and advanced manufacturing. By providing comprehensive automation integration and services, E Tech enhances operational efficiency, safety, and compliance, thereby seeking to positively impact everyday life by supporting the reliability and safety of essential services. Additionally, E Tech's focus on automation solutions helps address labor shortages and increases productivity, contributing to the overall sustainability and resilience of the industries it serves.

Bite, Inc. ("Bite") provides digital ordering technology for the restaurant industry, focusing on quick-service and fast-casual restaurants, as well as convenience stores. By leveraging its proprietary technology platform, Bite enhances operational efficiency and customer experience, contributing to the digital transformation and automation of the restaurant industry. This not only helps restaurant operators lower costs and increase revenue but also improves the everyday dining experience for customers through efficient and accurate ordering, shorter wait times, and personalized service.

Becklar, LLC ("Becklar") specializes in delivering advanced monitoring and emergency response solutions addressing critical needs such as personal health and safety, fire and burglary protection, remote video monitoring, and workforce safety. By leveraging its AI-enabled technology platform, Becklar helps to enable prompt response to critical events, seeking to enhance the safety and well-being of its end customers across diverse industries. Becklar's innovative solutions not only help to protect lives and property but also help contribute to a safer and more secure everyday life for individuals and communities.

2024 ESG Achievements at a Glance

2024 proved to be a productive year for Graham, as we consolidated our efforts from the past two years of defining material ESG factors and establishing relevant Key Performance Indicator ("KPI") tracking systems. Our progress spans four strategic areas, each marking advancement in ESG practices and adding a new layer to our Change Makers ethos.

FOCUS ON OUR WORKFORCE

We recognize that our people are our greatest asset, which is why we are committed to fostering workplace cultures at Graham Partners and our portfolio companies that value each individual and prioritize well-being. Over the past year, we have worked with many of our companies to amplify the employee experience by enhancing safety on the plant floor and improving working conditions. We believe these efforts not only contribute to strengthened job satisfaction, but also have the potential to make our companies more desirable places to work in a tight labor market. As a result, we have seen, on average, decreased turnover and increased employee engagement at certain companies.

GRAHAM PARTNERS AT A GLANCE

89

Employees[2]

53

Investment Professionals[2]

12

Full-Time Ops[2, 3]

46%

Diverse Employees[4]

58% of portfolio companies conducted an employee engagement survey in 2024[5]

By continuing to invest in our workforce, we are seeking to build a sustainable and thriving workplace where employees can grow and succeed.

Please refer to Endnotes 2, 3, 4, and 5 on page 20 for additional details.

STRENGTHENING RISK MANAGEMENT

In 2024, we focused on equipping companies with essential tools for managing environmental, health, and safety compliance. In turn, many of our companies made significant strides with a substantial increase in the percentage of organizations adopting formal ESG policies. We've seen particular advancement in health and safety programs across the portfolio in 2024. Notable achievements include:[5]

92%

now have ESG policies vs. 0% when we started the program

100%

engagement with our cybersecurity program

100%

compliance with Canadian supply chains transparency regulations

100%

have data protection policies

97%

of all portfolio companies' North American manufacturing locations (with greater than 10 employees) have completed the Graham Safety Scorecard, which enables Graham to benchmark safety best practices and regulatory requirements in place at each location

WORKING TO ADVANCE ENERGY AND MATERIALS CONSERVATION

Over the past year, we sought to improve operating margins by enhancing resource efficiency. We also achieved full portfolio participation with 100% of majority-owned portfolio companies now collecting KPIs that align with the ESG Data Convergence Initiative ("EDCI").[5]

PORTFOLIO AT A GLANCE

22

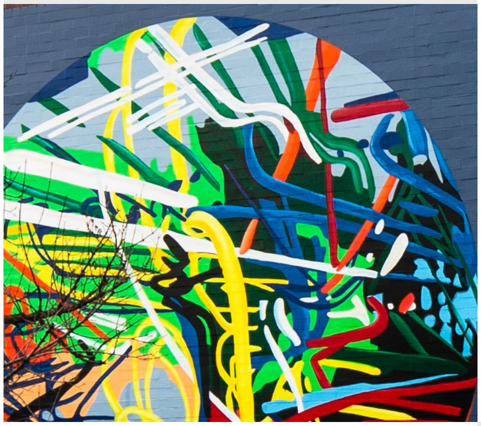
Portfolio Companies[6]

7,405

Portfolio Company Employees and Contractors Globally[7]

100%

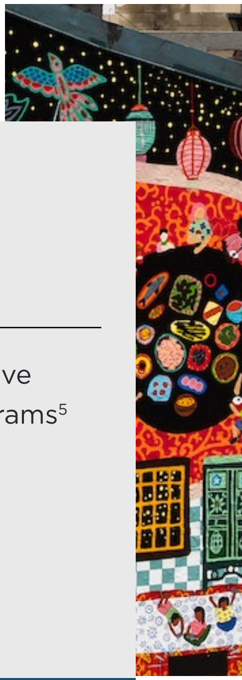
of Portfolio Companies Carbon Emissions are Tracked[5]



Please refer to Endnotes 5, 6, and 7 on page 20 for additional detail.

MEETING CUSTOMER ESG REQUIREMENTS AND EXPANDING MARKET OPPORTUNITIES

We also sought to leverage our ESG strategy to help portfolio companies better meet customer requirements and drive business growth. Key accomplishments included:



100%

response rate to customer requests for carbon footprint disclosure[5]

100%

year-over-year score improvements for all portfolio companies providing ESG disclosures to EcoVadis, a globally recognized ESG assessment platform[8]

75%

of portfolio companies have sustainable supplier programs[5]

FIRM-LEVEL ACHIEVEMENTS

At the corporate level, Graham enhanced its ESG capabilities through several key initiatives:

Enhanced cybersecurity training program with updated content, reflecting current threats and firm policies

Developed and deployed an ESG policy covering both firm and portfolio operations

Please refer to Endnotes 5 and 8 on page 20 for additional detail.

Strong People Drive a Strong Strategy

We recognize that a strong, engaged workforce is essential for our businesses to scale and grow sustainably. Our portfolio company leaders have worked diligently to develop comprehensive employee benefit, training, and wellness programs that help foster a sense of community and retain top talent to drive business success. We firmly believe that it is through the dedication of our workforce that we can effectively execute both our investment strategy and our ESG initiatives – with an objective of amplifying our growth.

SPOTLIGHT ON INVESTING IN PEOPLE

GATEKEEPER SYSTEMS

Gatekeeper Systems, Inc. ("Gatekeeper"), headquartered in Foothill Ranch, California, has implemented a standout employee engagement initiative that we believe illustrates their forward-thinking approach to enhancing their workplace. As a provider of integrated loss prevention solution technologies that create safer working environments for retail employees across the globe, Gatekeeper serves cart-based retailers across 60 countries through eight global offices, with a workforce exceeding 400 employees.

One of the company's innovative social initiatives is The Focus Group, a platform that empowers non-managerial employees to share workplace challenges and collaborate directly with leadership. This initiative has historically generated tangible workplace improvements, while significantly enhancing transparency throughout the organization. By creating structured channels for employee feedback and ensuring leadership accountability, Gatekeeper has built a more engaged workforce and fostered a culture of continuous improvement that directly impacts operational performance.

Complementing this program, Gatekeeper has implemented additional well-being and sustainability initiatives. The company's annual Safety & Wellness Month offers activities designed to enhance both physical and mental well-being, including safety training, virtual wellness seminars, and team-building activities for California-based employees. Their community engagement extends globally, with coordinated volunteer efforts at Second Harvest Food Bank in the US and participation in World Clean-Up Day by the UK team, who also support Macmillan Cancer Support. On the environmental front, Gatekeeper has installed free electric vehicle charging stations as an employee benefit, encouraging sustainable commuting choices.

These integrated initiatives demonstrate Gatekeeper's conviction that employee engagement, community involvement, and environmental responsibility work together to create a resilient, future-focused organization that delivers value to stakeholders. As a result of these efforts, Gatekeeper has been able to reduce employee turnover from 17% in 2023 to 12% in 2024.

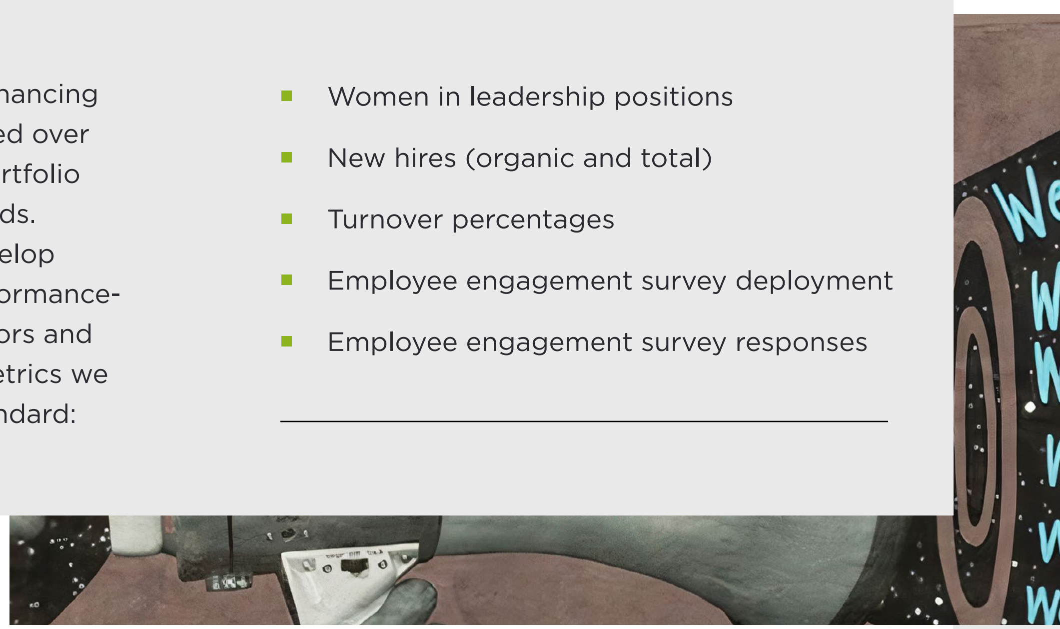
Commercial Bakeries Corporation (“Commercial Bakeries”), headquartered in Toronto, Canada, is a producer of private-label packaged cookies with a focus on specialty/premium, better-for-you, and seasonal/limited time offering products for retail grocery chains and brands in North America. At the end of 2024, the company had over 350 employees. In 2024, Commercial Bakeries' leadership team focused on amplifying the positive influence of managers and supervisors on front-line staff. As part of this effort, the company introduced the "Above and Beyond the Call of Duty" (“ABCD”) awards, recognizing over 145 individuals for their outstanding contributions to culture-building, employee health and safety, waste reduction, and exceptional leadership. These employees were recognized in monthly award ceremonies. Initiatives like this helped Commercial Bakeries reduce its overall attrition rate from 22% in 2023 to 11% in 2024, marking a 50% improvement in just one year.

ABX Innovative Packaging Solutions, LLC (“ABX”), headquartered in Charlotte, North Carolina, is a flexible packaging manufacturer that works to create innovative solutions used in a wide variety of food and healthcare applications. ABX is proud to be recognized as a Military Friendly Employer, reflecting their commitment to creating meaningful employment opportunities for veterans. We believe this initiative not only strengthens ABX's workforce but also supports the successful transition of former military personnel to civilian professional endeavors.

DATA COLLECTION

As part of our broader focus on enhancing ESG data collection, we have worked over the past three years to align our portfolio companies' data with EDCI standards. This industry initiative seeks to develop standardized, meaningful, and performance-based sustainability data for investors and end users. The following are the metrics we typically track to align with the standard:

- Women in leadership positions
- New hires (organic and total)
- Turnover percentages
- Employee engagement survey deployment
- Employee engagement survey responses



Graham Partners' ESG Strategy

Graham's ESG strategy rests on three foundational pillars: Risk Reduction, Margin Enhancement, and Revenue Growth. This approach aims to connect ESG to operational growth drivers and supports portfolio company management teams where ESG efforts align with their business strategies.

BUILDING BETTER COMPANIES THROUGH RISK REDUCTION

Risk reduction centers on professionalizing portfolio company operations in critical ESG areas. Many of our family and founder-owned companies come to us with strong intentions for regulatory compliance but often lack the operational experience and resources to fully execute their vision. Our team members with deep operational subject matter knowledge bring decades of experience implementing management systems and compliance tools and coaching companies to help them effectively manage their compliance obligations over time.

This approach can significantly reduce risk not only for the company, its people, and the environment, but also for key customers and other stakeholders. By establishing robust policies and practices, we seek to build better, safer companies capable of supporting sustainable growth trajectories. A secondary benefit can also be a positive contribution to their communities through reduced environmental footprints and healthier workforces.

DRIVING EFFICIENCY THROUGH MARGIN ENHANCEMENT

Margin enhancement initiatives focus on reducing costs through operational strength and optimized resource usage. This dual approach seeks to increase margins, while simultaneously reducing environmental and climate impact, which has the potential to improve bottom-line results.

CREATING VALUE THROUGH REVENUE GROWTH

Where relevant, we seek to help our portfolio companies implement policies and practices that help enable them to better meet their existing customers' ESG commitments and attract new ESG focused customers. As suppliers to many Fortune 500 companies, our portfolio companies often must meet stringent ESG operational and reporting requirements. These large customers often mandate robust ESG programs for preferred supplier status, making ESG an imperative in order to win key business opportunities.

Building Better Companies through Risk Reduction

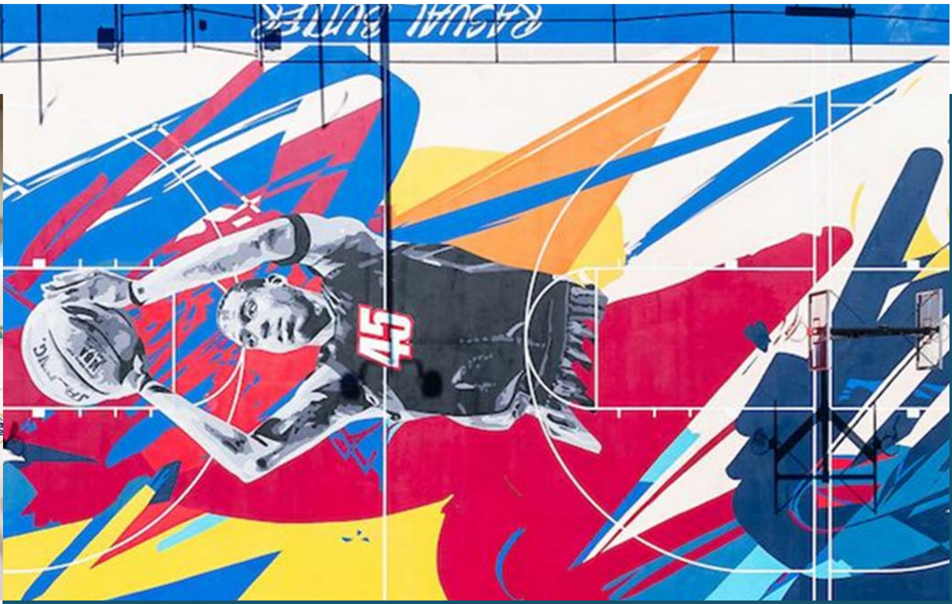
CASE STUDY

COMMERCIAL BAKERIES UNDERGOES SAFETY TRANSFORMATION

Commercial Bakeries has exhibited compelling progress in workplace safety through its "Zero Is Possible" initiative. With over 350 employees at its Toronto facility, the company's new COO helped the facility achieve substantial improvements in safety metrics through a systematic cultural change and the implementation of robust safety protocols.

The results attest to the effectiveness of these efforts. Lost time incidents decreased by 63% year-over-year, with nine incidents reported in 2024 compared to 24 in the prior year. Similarly, recordable incidents showed a 37% improvement, bringing their Total Recordable Incident Rate ("TRIR") to some of the best-ever levels in the history of the company.

A key to this success has been a safety recognition program, which awards all employees for achieving a month with zero lost time incidents. This initiative, combined with ongoing safety culture strengthening efforts, has historically been effective in addressing repetitive strain and slip issues. Daily safety briefings, continuous training programs, and the monthly "Zero Is Possible" incentive awarded to employees in 2024 demonstrate the company's comprehensive approach to safety improvement.



CASE STUDY

BRIGHTSIGN'S JOURNEY TO SOC 2 COMPLIANCE

With over 130 employees and headquarters in San Jose, California, BrightSign, LLC ("BrightSign") has undertaken a comprehensive initiative to achieve SOC 2 compliance, demonstrating their commitment to competitive data security and customer trust. SOC 2 compliance, a voluntary cybersecurity standard established by the American Institute of Certified Public Accountants ("AICPA"), helps ensure organizations properly protect and manage customer data through specific controls and practices.

The company recognized that in today's digital landscape, robust data protection is not just a security measure but a strategic imperative. BrightSign's approach focused on meeting the AICPA's Trust Services Criteria across five key areas: security, availability, processing integrity, confidentiality, and privacy. This comprehensive framework required the company to establish, document, and formalize robust internal controls for managing risk.

The implementation process involved a thorough examination of policies, procedures, and internal controls, leading to significant operational improvements. BrightSign streamlined its processes, clarified responsibilities, and updated systems to meet SOC 2 requirements. These improvements not only enhanced security but also increased operational efficiency and team collaboration.

The results of this initiative have been substantial. BrightSign has strengthened its competitive position, particularly in enterprise sales where SOC 2 compliance is often a requirement.
The company has also built a more scalable foundation for growth, with standardized policies and procedures that can accommodate expansion into new markets and products, while maintaining consistent security standards.
Perhaps most importantly, we believe this proactive approach to data security has positioned BrightSign to meet evolving regulatory requirements and customer expectations in an increasingly security-conscious marketplace.

In 2024, we worked with our portfolio companies to support their health and safety programs. This has led to:[5]

Total Recordable Incidence Rate (TRIR)[9]

2023 **1.7** ⟶ 2024 **1.4**

Normalized rate of incident per 100 employees

Average days lost per injury: decreased by 28.5% since last year

Please refer to Endnotes 5 and 9 on page 20 for additional detail.

Driving Efficiency through Margin Enhancement

CASE STUDY

ABX INNOVATES IN SOLVENT RECYCLING

ABX implemented a solvent recycling program at its Macedon, New York facility.

The program recycles waste solvents from printing operations through sophisticated engineering and administrative controls. Key achievements include:

- Recycling over 670,000 pounds of solvent during 2024
- Identifying $623,000 in cost savings
- Reducing the release of volatile organic compounds (“VOC”) into the air by 98-99% through thermal oxidizer technology
- Eliminating hazardous waste shipments and associated 55-gallon waste drums
- Improving workplace health and safety conditions

CASE STUDY

COMMERCIAL BAKERIES DECLARES A “WAR ON WASTE”

As Commercial Bakeries approached 2024, the new company CEO and his team set an ambitious goal to reduce waste to less than 6.5% per month. Through effective teamwork and the implementation of dynamic management practices and select capital expenditure investments, the Commercial Bakeries team was able to reduce waste throughout the year. By the end of 2024 they successfully lowered their overall average waste from 8.3% in 2023 to 6.9% in 2024. This achievement is even more impressive considering the company increased sales volume by nearly two million pounds yet managed to produce 273,000 fewer pounds of waste. When adjusting for increased sales volume, this translates to a reduction of over 415,000 pounds of waste and total savings of over $650,000.

CASE STUDY

VPET REDUCES WASTE COSTS AND RECYCLES RIGHT

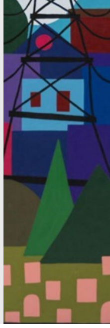
VPET USA, LLC (“VPET”), headquartered in Fontana, California, with over 500 employees, had challenges with their waste management system. While studying the waste hauling invoices for VPET, the Graham ESG team noticed that the haul frequency and the type and size of equipment on the docks did not align with the current volumes or types of waste being generated. The ESG team assessed all five sites to determine how they handled raw material waste streams and found differences across the facilities. The assessment identified the need to ensure that all damaged wood pallet components, plastic packaging bags, corrugated boxes, and resin super sacks were captured and returned to area recyclers.

The findings prompted VPET to conduct a "dumpster dive," analyzing waste streams, where and how they were generated, and where they were disposed of in the dock/dumpster area.

The results of the audit were revealing. The first step was to right-size the dock equipment and reduce the number of hauls, whereby VPET personnel call the hauler when they need the waste emptied as opposed to having routine hauls scheduled. This change helped identify $82,000 in savings across the company's facilities.

Additionally, the waste audit concluded that the facilities were not taking advantage of corrugated boxes, plastic bag, and super sack recycling. Before the audit, the company was paying to have these items recycled, whereas after the audit, the company found vendors that would pay VPET for these materials, turning an operational cost into a revenue stream. The company has been paid $28,000 in 2024 and has recycled a significant amount of corrugated boxes, reducing its greenhouse gas emissions by a notable amount year-over-year.

This audit also helped the company identify areas of opportunity for waste management in the future and accurately measure improvements over time.



DATA COLLECTION

We are in the process of expanding our data capture and analysis capabilities with respect to margin enhancing KPIs. Currently, we can report on Scope 1 and 2 emission data, as well as water usage across the portfolio.

ESG KEY PERFORMANCE INDICATORS[9]

2024	Total Scope 1 Emissions (mt CO_2e)	Total Scope 2 Emissions (mt CO_2e)	Total Water Usage (m^3)	TRIR	LTIR	Diversity % Female - Sr Employees	Diversity % Female - All Employees
ABX	1,133	10,246	47,319	0.7	0.1	0	23
BrightSign	25	25	1,003	0.0	0.0	9	19
Commercial Bakeries	1,504	57	12,883	4.6	2.2	14	44
DecisionPoint	113	241	3,022	0.0	0.0	27	25
EasyPak	571	7,644	8,454	2.2	0.0	0	35
Gatekeeper	532	646	4,874	0.5	0.5	20	31
OptConnect	1	38	1,175	0.0	0.0	11	30
Rhythmlink	0	436	16,348	0.0	0.0	17	51
Taoglas	134	1,402	5,599	1.3	1.3	17	44
Velosity	155	5,728	6,272	1.7	0.7	17	33
VPET	651	8,713	24,878	1.4	0.0	0	52
Woodland Gourmet	596	1,069	6,807	2.8	0.6	33	55
Grand Total	5,415	36,246	138,633	1.4	0.5	15	35

265,101 kWh

VPET's rooftop solar array generated 265,101 kWh in 2024, which is enough to power all of OptConnect and BrightSign operations for a whole year

Please refer to Endnote 9 on page 20 for additional detail.

Creating Value through Revenue Enhancement

As sustainability requirements cascade through global supply chains, Graham is helping portfolio companies position themselves as contributors towards their customers' ESG commitments. While regulations like the California Transparency in Supply Chains Act and the German Supply Chain Act may not directly apply to all of our portfolio companies, they often create ripple effects as Fortune 500 companies increasingly scrutinize their suppliers' ESG performance.

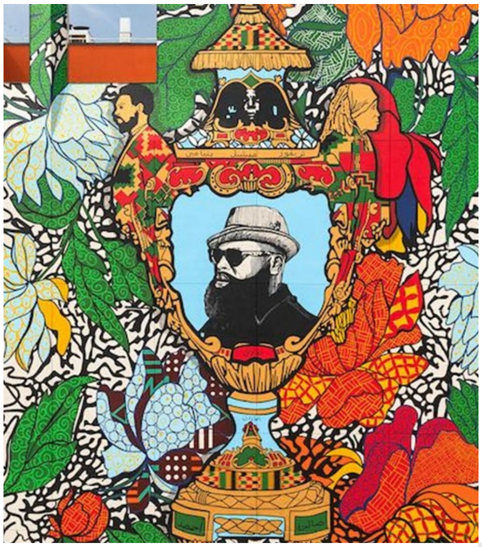
The regulatory and reporting landscape that our companies operate in continues to evolve, presenting both challenges and opportunities:

Strategic Customers Showing Leadership – Dozens of blue-chip customers are requiring their vendors (our portfolio companies) to report their ESG efforts in various ways. Major pharmaceutical and medical device companies, including Boston Scientific, Medtronic, Abbott, Roche, and Baxter, are developing industry consortia focused on climate impact and healthcare accessibility. These initiatives directly affect our portfolio companies, particularly those with energy-intensive operations. In the last two years, more than 50 customers have requested EcoVadis scorecards from eight of our companies. We believe our proactive approach to frameworks like EcoVadis, CDP (formerly known as Carbon Disclosure Project), and SBTi (Science Based Targets Initiative) have helped position our companies as preferred suppliers in this evolving landscape.

Public Safety Canada Requirements – 11 of our 12[5] portfolio companies now fall under Public Safety Canada's Transparency in Supply Chains Act. The Act focuses on the elimination of child and forced labor in the supply chains of companies that import products into Canada. Our standardized approach has allowed these companies to submit complete reports and prepare for enhanced disclosure in 2025. Key elements of our program generally include:

- Robust sustainable supplier and human rights policies
- Comprehensive supplier codes of conduct with certification requirements
- Detailed ESG questionnaires for suppliers

European Regulatory Preparation – While our companies currently fall below the size threshold for direct reporting under the Corporate Sustainability Reporting Directive ("CSRD"), they are preparing for increased scrutiny of their environmental impact through their customers' Scope 3 emissions reporting requirements. Our work with EDCI and materiality reporting has helped position our companies to meet these demands.



CASE STUDY

VELOSITY'S CUSTOMER PARTNERSHIP SUCCESS

In our view, Velosity's experience with their large medical device customers demonstrates how robust ESG programs can strengthen customer relationships and secure business opportunities.

With over 500 employees across its Minnesota facilities, the contract manufacturer of precision machined parts, injection molding, and tool building, has successfully maintained and expanded relationships with major customers through its comprehensive ESG initiatives.

Many large customers of Velosity's maintain dedicated sustainability teams within their procurement departments with established ESG goals and initiatives. These goals are reviewed in quarterly business reviews where Velosity leverages its advanced program to conduct

differentiated conversations that can illustrate an active partnership rather than the need for customer oversight. As a result of Velosity's understanding of ESG and ability to quickly respond to expanded customer requirements, such as EcoVadis, CDP, and SBTi, the company has achieved "preferred vendor" status with many customers. We believe this proactive approach to ESG has positioned Velosity as a sophisticated partner aligned with customers' sustainability objectives. In 2024 Velosity received several written commendations from customers.

CASE STUDY

DECISIONPOINT TECHNOLOGIES' STRATEGIC ESG RESPONSE

DecisionPoint Technologies' ("DecisionPoint") experience highlights how a strong ESG program can strengthen relationships with sustainability-focused customers and safeguard strategic revenue streams.

With facilities in Pennsylvania, California, Washington, North Carolina, and Canada, DecisionPoint provides technology solutions for enterprise mobility, real-time inventory visibility, and supply chain management to both industrial and retail clients.

DecisionPoint faced a challenge shortly after Graham's acquisition when a major strategic customer with sustainability goals, began requiring a higher threshold of ESG performance. The customer mandated that DecisionPoint achieve a certain EcoVadis score – when DecisionPoint did not meet the newly required threshold, the customer asked them to submit an action plan for improvement.

With Graham's help, DecisionPoint had already begun implementing ESG improvements, including completing a strategy where they developed a comprehensive action plan for program enhancement. This enabled DecisionPoint to present a plan to the customer, securing swift approval. We believe this underscores how Graham's approach to ESG can not only enhance portfolio company operations, but also help maintain key customer relationships.

ecovadis

Companies that submitted questionnaires increased their scores year-over-year by an average of 8 points.[8]

Please refer to Endnote 8 on page 20 for additional detail.

Community Partnership

Graham believes that strong community engagement creates lasting positive impact. Throughout 2024, we upheld our commitment to the broader Philadelphia community through targeted initiatives that address critical local needs.

One of our portfolio companies, Woodland Gourmet, supported the Montgomery County Food Security program, providing essential nutrition to families in need. The program delivered over 400 cases of fonio (a healthy grain) to local families, demonstrating how our portfolio companies can directly contribute to everyday lives and community well-being.

The Graham team's engagement with Cradles to Crayons helped provide essential items to children in low-income situations. Our employees participated in collection drives and sorting events, helping children in the Philadelphia area receive necessary clothing, school supplies, and other basic items.

We also continued our ongoing relationship with Davenport Elementary School in 2024, with Graham employees providing support for educational programs and facility enhancements. These efforts helped improve the quality of life for students and teachers.

Lastly, through this year's ESG report, Graham is pleased to support Mural Arts Philadelphia, an organization that leverages public art to inspire change.

These community partnerships reflect Graham's belief that business success and community well-being are inherently linked, and we remain committed to expanding these initiatives in 2025 and beyond.

Looking Forward: 2025 and Beyond

As Graham moves into 2025, we aim to adapt our ESG capabilities to meet evolving market demands and regulatory requirements, while maintaining our focus on operational strength and value creation.

MEETING TOMORROW'S REPORTING REQUIREMENTS

The regulatory landscape continues to evolve, bringing new reporting obligations that require strategic preparation. Our portfolio companies are positioning themselves to meet both mandatory requirements and voluntary standards that increasingly influence customer relationships.

This includes preparing for enhanced reporting under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. As we enter the second year of reporting in 2025, we anticipate relevant portfolio companies to be able to demonstrate concrete improvements in their supply chain management programs, including enhanced supplier codes of conduct, comprehensive questionnaires, and sophisticated risk assessment protocols.

While currently only one portfolio company is expected to face CSRD requirements in the immediate future, we are proactively preparing for broader application of these standards as Graham's global footprint expands. This forward-looking approach aims to ensure our companies are well-positioned for expanded regulatory compliance that comes with international growth.

EXCEEDING VOLUNTARY STANDARDS

Beyond regulatory compliance, our portfolio companies increasingly engage with voluntary reporting frameworks, such as EcoVadis, CDP, and SBTi, in response to customer requirements. These frameworks demand continuous improvement in both programs and performance metrics. Our 2025 strategy emphasizes positioning our portfolio companies as preferred suppliers in their respective markets, where applicable.

Through this approach, Graham seeks to focus on building resilient, sustainable businesses that create lasting value, while meeting the evolving expectations of customers, regulators, and other stakeholders.

About Graham Partners

Graham Partners is a private investment firm focused on investing in technology-driven companies that are spurring innovation in advanced manufacturing, resulting in product substitutions, raw materials conversions, and disruptions to traditional end markets.

GRAHAM PARTNERS

www.grahampartners.net

Graham Partners can offer control or minority capital solutions and typically targets companies with EBITDA up to $50 million. Since the firm's founding in 1988 by Steven Graham, Graham Partners has closed over 160 acquisitions, joint ventures, financings, and divestitures. The committed capital of the Graham Partners Funds at each respective fund's close, together with the committed capital of Graham-led co-investments totaled approximately $6.8 billion as of December 31, 2024, pro forma for subsequent events. This figure differs from Regulatory Assets Under Management, as disclosed in Graham Partners, Inc.'s Form ADV, which was approximately $3.9 billion as of December 31, 2024. Investors include college and university endowments, foundations, pension plans, insurance companies, funds-of-funds, and other institutional investors. Based in suburban Philadelphia, the firm has access to extensive operating resources and industrial expertise and is a member of The Graham Group, an alliance of independent operating businesses, investment firms, and philanthropic entities, which all share in the common legacy of entrepreneur Donald Graham.

Endnotes

1 Graham Partners, Inc., together with Graham Partners Operating Company, “Graham Partners” or “Graham.”

2 The Graham Partners team is comprised of 89 individuals, of which 71 are employed by Graham Partners, Inc., while 18 are employed by Graham Partners Operating Company (“GPOC”) as of 12/31/2024.

3 Operations executives are not employees of Graham Partners, Inc. Any compensation paid to operations executives is paid by the applicable Graham Partners fund and/or portfolio company. These payments do not offset any management fees.

4 Figure includes employees who identified as female, Asian, Black, Hispanic/Latinx, or Middle Eastern/North African. Based on a voluntary survey of employees with 70 out of 86 employees responding as of August 15, 2024. The data collection process was anonymous and the results were kept confidential and used only in the aggregate for diversity reporting and in accordance with applicable laws. The information will not be used for the purpose of making any employment decisions and an employee’s team members, peers, and managers will not see their designations. Graham Partners, Inc. does not discriminate on the basis of race, color, religion, age, national origin, disability, sex, sexual orientation, gender, gender identity, gender expression, marital status, veteran or military status, or any other characteristic made unlawful by applicable federal, state or local laws.

5 This includes all majority-owned portfolio companies across our Flagship Buyout strategy as of 12/31/2024, and excludes companies exited or acquired in 2024.

6 This figure includes all active portfolio company investments as of 12/31/2024 across our Flagship Buyout and Growth/Expansion Capital strategies.

7 This includes part-time and full-time employees on payroll and contracted temporary employees at majority and minority-owned portfolio companies across our buyout and growth strategies as of 12/31/2024.

8 Includes majority-owned Flagship Buyout portfolio companies that completed EcoVadis questionnaires in 2024 and excludes companies exited or acquired in 2024. The assessment focuses on a range of ESG and sustainability topics within four themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement aligned with the International Organization for Standardization. Medals are awarded based on the percentile rank of a company, which is calculated at the time of scorecard publication. EcoVadis compares a company’s performance with all rated companies in its database over the previous 12 months. The percentile rank is calculated across all companies in all industries, not per industry. There are over two million screened companies in the EcoVadis database, which span over 180 countries and 220 industries. Ratings were received in 2024 and were based on point-in-time information as of time of assessment, specific to each portfolio company. Graham Partners did not pay to receive this rating directly, but portfolio companies do pay to participate in EcoVadis’ ESG assessment platform.

9 ESG Key Performance Indicators include all majority-owned Flagship Buyout businesses' facilities with more than 10 employees that have operations, such as assembly, warehouse, etc., and excludes companies exited or acquired in 2024. Additional information regarding the selection criteria as well as information regarding all portfolio companies is available upon request. The data reported does not encompass all ESG metrics being collected by Graham Partners. Scope 1 and 2 emissions are as defined by the Environmental Protection Agency. For ABX, BrightSign, Commercial Bakeries, EasyPak, Gatekeeper, OptConnect, Rhythmlink, Velosity, VPET, and Woodland Gourmet emissions are calculated using portfolio company provided utility data and state-specific emission factors based on the mix of fuel sources for that state, utilizing the U.S. DOE’s eGrid data for U.S. locations and utilizing country level emission factors for non-U.S. locations. For DecisionPoint and Taoglas emissions were calculated using natural gas combustion data from the U.S. Energy Information Administration's (EIA) Commercial Building Energy Consumption Survey (CBECS) and electricity consumption data from CBECS and emission factors from the EPA eGRID2022 database and Canada’s National Inventory report. For DecisionPoint and Taoglas, annual water consumption estimates were calculated using water consumption data from the U.S. Energy Information Administration's (EIA) Commercial Building Energy Consumption Survey: Water Consumption in Large Buildings Summary. An average was applied when location-specific headcount and square footage were available, while only square footage was used in the absence of headcount. For ABX, BrightSign, Commercial Bakeries, EasyPak, Gatekeeper, OptConnect, Rhythmlink, Velosity, VPET, and Woodland Gourmet water consumption was calculated using portfolio company provided utility data for site operations. Total Recordable Incident Rate (TRIR) = [Total Recordable Incidents in a Year] × 200,000 / [Total Hours Worked by Employees in a Year]. Lost Time Incident Rate (LTIR) = [Total Lost Time Incidents in a Year] x 200,000 / [Total Hours Worked by Employees in a Year]. Diversity % Female – Senior Leadership = Total Number of Females in Senior Leadership Positions / Total Number of Employees in Senior Leadership Positions. Senior Leadership includes CEO/President and their direct reports. Diversity % Female = Total Number of Females / Total Number of Employees. All figures are LTM, other than diversity figures, which are point-in-time as of 12/31/24. All data has been provided directly by portfolio companies and has not been verified by Graham Partners or any third party. TRIR, LTIR and Diversity KPI totals are weighted averages. Excludes fugitive emissions contributing to Scope 1 for ABX. Graham has corrected the 2023 data for Scope 1 Emissions, Scope 2 Emissions, and Water Usage. In most company-specific cases and in aggregate across the portfolio, the figures reported in the 2023 report showed higher Scope 1 Emissions, Scope 2 Emissions, and Water Usage than the corrected figures. Certain ESG metrics, including greenhouse gas ("GHG") metrics, are estimates and may be based on assumptions or developing standards and, as a result, may be hypothetical in nature and are subject to change in the future.

General Disclosures

Graham Partners buyout-related investments **("Flagship Buyout")** have principally adhered to a majority/control investment approach with an active form of ownership.

Graham Partners extended our buyout-focused investment strategy into an adjacent area within private equity investing – **"Growth/ Expansion Capital"** – allowing Graham to offer flexible capital solutions as part of its overall investment mandate.

The **"Value Creation"** phase is defined by internal operations dashboards that track stage of investment lifecycle, determined by certain milestones.

It should not be assumed that any ESG practices or standards described herein will apply to every investment in which a fund invests or that they have applied to all of Graham Partners' prior investments. ESG is only one of many considerations that Graham Partners takes into account when making investment decisions, and other considerations can be expected to outweigh ESG considerations in certain circumstances. While Graham Partners has valued sustainability for a number of years, Graham Partners started incorporating ESG officially into its decision-making processes in 2016, first through its Gating Committee, and then later through its Investment Committee process. Graham Partners endeavors to carry out its ESG program across its portfolio of investments, however, the level of engagement with certain investments may be limited, including, but not limited to, minority-owned investments or non-applicability of E, S, or G to any investment. Thus, any portfolio-wide activities highlighted herein may not be applicable to certain investments. In addition, Graham intends to implement SASB materiality assessments during due diligence on certain prospective portfolio companies. All steps post-acquisition typically apply to majority-owned Flagship Buyout investments. ESG activities undertaken by portfolio companies in which Graham does not have a controlling interest are not necessarily undertaken at the direction of or with the involvement of Graham. Any ESG information provided herein is intended solely to provide an indication of ESG initiatives and standards that Graham Partners seeks to apply with an investment as part of the larger goal of maximizing financial returns on investments. There is no assurance that Graham Partners will evaluate the same or all ESG characteristics for every investment. Accordingly, certain investments may exhibit characteristics that are inconsistent with the practices or standards described herein. While Graham Partners seeks to integrate certain ESG factors into its overall investment management processes, including certain of the standards and strategies described herein, there is no guarantee that Graham Partners will be able to successfully apply such standards or strategies or will otherwise be able to successfully implement its ESG policy or make investments in companies that create a positive ESG impact while achieving its investment strategy. In addition, applying ESG factors to investment decisions is qualitative and subjective by nature, and there is no guarantee that the criteria utilized by Graham Partners, or any judgment exercised by Graham Partners, will reflect the beliefs or values of any particular investor. There are significant differences in interpretations of what constitutes positive ESG impact and those interpretations are rapidly changing. Graham Partners' interpretations and decisions are expected to differ from others' views and could also evolve over time. For the avoidance of doubt, however, Graham Partners does not expect to subordinate a fund's investment returns or increase a fund's investment risks as a result of (or in connection with) the consideration of any ESG factors. Graham Partners' investment strategy is subject to significant risks and there is no guarantee that a fund will be able to implement its investment strategy, or be able to avoid losses.

While Graham Partners strives to implement ESG practices, there can be no assurance that Graham Partners will be able to identify all ESG issues. The use of ESG metrics in the investment process may be subjective and is not subject to uniform standards, and, as such, there is no guarantee that Graham will be able to accurately assess and measure the ESG risks and ESG compliance of a Graham Partners fund's investments or potential investments. The impact following the occurrence of an ESG initiative/ event may vary depending on the nature of the event, asset class, the region, and applicable regulatory regime(s). Where such an event occurs, there could be a negative impact on the value of an underlying asset or other adverse impacts for the underlying asset, Graham Partners or the Graham Partners funds, including as a result of reputational harm.

References to portfolio companies are intended to illustrate the application of Graham's investment process only and should not be viewed as a recommendation of any particular security or portfolio company. The information provided about these portfolio companies is intended to be illustrative and is not intended to be used as an indication of the current or future performance of Graham's portfolio companies. The investments described in the selected case studies do not represent all of the investments made by any Graham Partners fund. It should not be assumed that investments in any portfolio companies discussed herein were or will be profitable. It should also not be assumed that investments made in the future by any fund managed by Graham Partners will be comparable in quality, diversity, or other characteristics (including ESG) to the described portfolio companies. Additional information regarding the selection criteria as well as information regarding all portfolio companies is available upon request. For a complete list of all current Graham Partners portfolio companies, please visit https://www.grahampartners.net/portfolio/#current. The information provided herein is for informational purposes only and is not and may not be relied upon in any manner as advice or as an offer to sell or solicit an offer to purchase any security in any Graham Partners fund or other product sponsored or managed by Graham or any of its affiliates. To the extent that any offering of interests or securities of any issuer is made, such an offering of interest will be made pursuant to customary documentation provided to prospective investors at the time of such offering and only where permitted by law.

The Operations Team is composed of certain Graham Partners Operating Company ("GPOC") employees and third-party contractors, who provide consulting services to the portfolio companies of the Graham Partners funds and, in certain instances, to the Graham Partners funds themselves, or to Graham Partners, its affiliates and related parties. On a full-time equivalent ("FTE") basis, the Operations Team currently approximates 23 people, and includes 12 full-time employees of GPOC with backgrounds in procurement, manufacturing operations, FP&A (financial planning and analysis), revenue enhancement, sustainability, tax and financial controls, among other areas, including ESG. GPOC is a wholly owned subsidiary of Graham Partners. GPOC's services, including services provided for ESG initiatives, are provided by GPOC staff, outside specialty consulting firms or operations executives who operate as third-party contractors to the portfolio companies of the Graham Partners funds and, in certain instances, to the Graham Partners fund entities themselves, or to Graham Partners, its affiliates and related parties. GPOC is an alternative to the outsourcing of such services to third parties. For information concerning the fees and expenses for GPOC's services, along with additional information regarding GPOC, please refer to Part 2A of Graham Partners' Form ADV, available on the Investment Adviser Public Disclosure website.

While any projections, forecast information or estimates provided (the "Estimates") are based on assumptions that Graham Partners believes are reasonable under the circumstances, the actual results will depend on, among other factors, future operating results, availability and terms of financing, the value of the assets and market conditions and any related transaction costs, all of which may differ materially from the assumptions on which the Estimates are based. The inclusion of any Estimates should not be regarded as an indication that Graham Partners considers such Estimates to be a reliable prediction of future events, and the Estimates should not be relied upon by investors.

Parties should review Graham's Form ADV filed with the Securities and Exchange Commission (SEC). Certain of the information contained in this report represents or is based upon forward-looking statements or information. Forward-looking statements are inherently uncertain, and changing factors, such as those affecting the markets generally, or those affecting particular industries or issuers, may cause events or results to differ from those discussed. Therefore, undue reliance should not be placed on such statements, or the conclusions drawn therefrom, which in no event shall be construed as a guarantee of future performance, results, or courses of action.

This document contains statements of opinion and belief. Any views expressed herein are those of Graham Partners as of the date indicated, are based on information available to Graham Partners as of such date, and are subject to change, without notice, based on market and other conditions. No representation is made or assurance given that such views are correct or will prove accurate.