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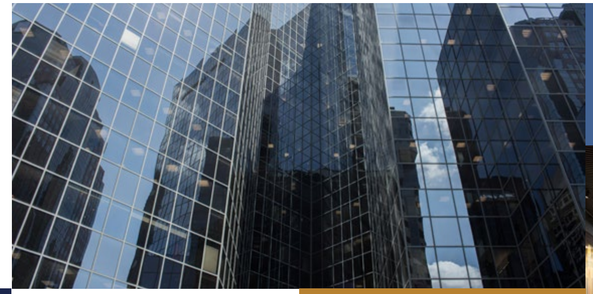


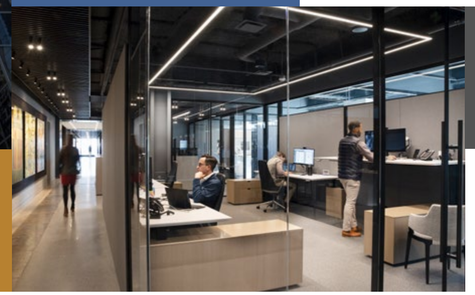
2025 RESPONSIBLE GROWTH REPORT

About This Report

The purpose of this Report is to communicate Great Hill Partners' Responsible Growth activities to its stakeholders.

This Report, published in September 2026, covers activities in 2025 (1/1/2025 – 12/31/2025) unless otherwise stated. Great Hill Partners' own operations and unrealized portfolio companies are included in the scope of this Report unless otherwise stated.





We welcome questions and feedback from our stakeholders.

Please contact our Responsible Growth Manager **Paige Shetty,** at pshetty@greathillpartners.com if you wish to ask questions, provide feedback, or discuss the Report further.

Table of Contents

01. Introduction **3**

Letter to Our Stakeholders 4

About Great Hill Partners 5

02. Responsible Growth Governance and Strategy **6**

Policy, Oversight, and Implementation 7

Our Responsible Growth Evolution 8

Deal Sourcing and Due Diligence 9

Monitoring 10

Engagement 11

03. Responsible Growth Outcomes **14**

Portfolio Outcomes 15

Firm Outcomes 21

04. Conclusion **25**

Disclaimers 26

Endnotes 27

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01. INTRODUCTION

Founded in 1998, Great Hill Partners is a private equity firm targeting investments of $100 million to $750 million in high-growth companies across the financial services, healthcare, technology, business services, and consumer sectors. With offices in Boston and London, Great Hill has raised funds with over $19 billion in commitments and invested in more than 100 companies since 1998, establishing an extensive track record of building long-term partnerships with entrepreneurs and providing flexible resources to help middle-market companies scale. For more information, including a list of all Great Hill investments, please visit www.greathillpartners.com.

Letter to Our Stakeholders



Photo from L-R: Mark Taber, Michael Kumin (Senior Advisor), Drew Loucks, Chris Gaffney, Matt Vettel, Chris Busby, Rafael Cofiño, and Nick Cayer.

To our Limited Partners and Stakeholders

We are pleased to share our fourth annual Responsible Growth Report, which reflects the continued evolution of our Responsible Growth program across our investment process and Firm operations.

This Report arrives at a moment when the conversation around Responsible Growth has shifted meaningfully. Expectations from regulators, customers, and investors have grown more differentiated, and the bar for what constitutes substantive, business-relevant work has risen. Against that backdrop, our approach has remained steady. We seek to focus on the Responsible Growth topics that are most relevant and material to the middle-market growth companies we back, and we seek to work with management teams to address those topics in ways that support commercial performance and business resilience.

2025 was a year of significant growth for the Firm. We closed our ninth growth buyout fund on $7 billion of committed capital, completed investments in five new portfolio companies, generated $506 million of realizations, and expanded our Growth Team, adding functional experts and seasoned operating executives. Our second annual CEO Summit and third annual Growth Summit brought together leaders from across the portfolio for candid discussions and knowledge sharing. External recognition, including our No. 3 ranking on the 2025 HEC Paris-Dow Jones Upper Mid-Market Performance Ranking[1], and a second consecutive year on Inc. Magazine's Founder-Friendly Investors List[2], highlights the quality of our team and portfolio.

Our Responsible Growth program advanced in parallel. We completed our third annual reporting cycle with the ESG Data Convergence Initiative (EDCI), promoted our ESG Specialist to Responsible Growth Manager, and expanded our Responsible Growth Committee, adding a second Executive and Investment Committee member and representation from our Compliance team to broaden oversight. Our Responsible Growth Manager and select portfolio companies participated in the inaugural Blackstone Sustainability Leaders Conference, a valuable new forum for exchanging practical insights across Blackstone's GP Stakes network on topics ranging from sector-specific issues to value creation initiatives.

We continued to take a materiality-based approach to Responsible Growth, prioritizing the topics that are the most relevant to each portfolio company's business model, customers, and stage of growth. Given our sector focus and investment strategy, certain Responsible Growth themes frequently emerge across our portfolio, including customer-driven environmental transparency, human capital management, cybersecurity and data protection, and responsible AI. Inside our own Firm, we continued to strengthen the foundation that supports our portfolio company work through ongoing investment in professional development, employee engagement, cybersecurity, and more.

As we look ahead, we will continue to advance our approach in line with evolving stakeholder expectations, regulatory developments, and business needs. We are grateful to our portfolio leaders, Limited Partners, and colleagues for their partnership. As always, we welcome your questions and feedback and look forward to our continued growth together.

The Great Hill Partners Executive Committee

1. Past performance is not indicative of future results. 2025 HEC – Dow Jones Upper Midmarket Performance Ranking was awarded on March 6, 2026. The ranking evaluated performance data of 695 private equity firms and the 1,439 funds they raised between 2012-2021. 2024 HEC – Dow Jones Large Buyout Performance Ranking was awarded on February 6, 2025. The ranking evaluated performance data of 649 private equity firms and the more than 2,600 funds they raised between 2011-2020. 2023 HEC Paris-Dow Jones Mid-Market Buyout Performance Ranking was awarded on March 6, 2024. The ranking evaluated performance data of 632 private equity firms and the 1,241 funds they raised between 2010-2019. 2022 HEC Paris-Dow Jones Mid-Market Buyout Performance Ranking was awarded on March 9, 2023. The ranking evaluated performance data of 563 private equity firms and the 2,021 funds they raised between 2009-2018. 2021 HEC – Dow Jones Private Equity Performance Ranking was awarded on January 24, 2022. The ranking evaluated performance data of 517 private equity firms and the 991 funds they raised between 2008-2017. An additional HEC ranking was awarded that is not presented herein. Further information is available upon request. Great Hill Partners did not provide any compensation to HEC Paris-Dow Jones to be considered for any of these rankings.
2. Inclusion on Inc. Magazine's 2025 Founder-Friendly Investors List was awarded on October 28, 2025. The ranking evaluated approximately 250 private equity firms, venture capital firms and lenders between January 2020 and June 2025. Inclusion on Inc. Magazine's 2024 Founder-Friendly Investors List was awarded on October 29, 2024. The ranking evaluated approximately 450 private equity firms, venture capital firms and lenders between January 2019 and June 2024. Great Hill Partners paid an application fee to Inc. Magazine to be considered for these rankings.

About Great Hill Partners

Our Mission and Values

We apply the **highest moral standards** every day in everything we do

We are **passionate, driven individuals** working together towards shared goals

We deliver on **our commitments to our business partners** and to each other

We understand that **humility, open-mindedness, and enthusiasm** are critical to success

We value **individual initiative** and reward achievement

We demonstrate a **strong will to win** in the marketplace

Our Investment Criteria[1]

Stage:	**ALL COMPANIES BEYOND EARLY STAGE**
Growth:	**15%+ ANNUAL GROWTH**
Investment Size:	**$100-$750 MILLION**
Enterprise Value:	**<$1.25 BILLION**
Ownership:	**MAJORITY OR MINORITY STAKES**

Responsible Growth Highlights

COMPLETED — our **third annual reporting cycle** as EDCI signatories

PARTICIPATED — in the **Blackstone Sustainability Leaders Conference** to exchange best practices across the GP Stakes network

PUBLISHED — our **fourth annual Responsible Growth Report** in 2026

PROMOTED — our ESG Specialist to **Responsible Growth Manager**

Additional 2025 Firm Highlights

SUCCESSFULLY CLOSED — our **ninth growth buyout fund** on **$7 billion** of committed capital

HOSTED — our second annual **CEO Summit** and third annual **Growth Summit**

ADDED — **5 seasoned executives** to our Growth Team

INVESTED — in **5 new portfolio companies**

Awards

Named to Inc. Magazine's Founder-Friendly Investors List for the **second consecutive year**[3]

Ranked No. 3 on the 2025 HEC Paris-Dow Jones Upper Mid-Market Performance Ranking[4]

Named on BluWave's 2026 Top Private Equity Innovators List for **fifth consecutive year**[5]

Mary Kate Bertke named to Wall Street Journal Pro Private Equity's 2026 **Women to Watch List**[6]

3. Past performance is not indicative of future results. Inclusion on Inc. Magazine's 2025 Founder-Friendly Investors List was awarded on October 28, 2025. The ranking evaluated approximately 250 private equity firms, venture capital firms and lenders between January 2020 and June 2025. Inclusion on Inc. Magazine's 2024 Founder-Friendly Investors List was awarded on October 29, 2024. The ranking evaluated approximately 450 private equity firms, venture capital firms and lenders between January 2019 and June 2024. Great Hill Partners paid an application fee to Inc. Magazine to be considered for these rankings.
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5. Past performance is not indicative of future results. Great Hill Partners did not submit a nomination to be considered for BluWave's lists of Top Private Equity Innovators, which were awarded on March 4 for 2026, February 25 for 2025, February 21 for 2024, February 15 for 2023 and March 23 for 2022. Great Hill Partners did not provide any compensation to BluWave to be considered for inclusion on these lists.
6. This ranking in the Fundraising and Limited Partners category for the Wall Street Journal Pro Private Equity's annual Women to Watch list for 2026 was awarded on March 9, 2026. The ranking evaluated at least 80 nominations submitted by firms across the industry, awarding the top senior dealmakers, rising stars, leading fundraisers, limited partners, and private credit professionals. Great Hill Partners submitted a nomination to be considered for this ranking, but did not pay to be selected to / included on the list.

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02. RESPONSIBLE GROWTH GOVERNANCE AND STRATEGY

Our approach to Responsible Growth is rooted in the conviction that, alongside financial and operational analysis, Responsible Growth considerations can help surface material risks, highlight value creation levers, and support our primary objective of generating attractive, risk-adjusted returns for our limited partners.

Policy, Oversight, and Implementation

Responsible Growth Policy

Applicable to all portfolio companies and funds since its inception, our Responsible Growth Policy outlines how we approach due diligence, ongoing monitoring, and stakeholder reporting. We review the policy on an annual basis and update it as needed to keep pace with evolving best practices and stakeholder expectations, while remaining focused on our core objective of delivering exceptional returns. Our Responsible Growth Policy is available in full on our website.



Oversight and Implementation

We establish clear ownership, combined with cross-functional coordination, to drive effective Responsible Growth integration across our investment process. In 2026, we added two new members to our Responsible Growth Committee – Executive and Investment Committee member and Managing Director Chris Busby, and Compliance Manager Christina Hong – to help oversee our program.

We also promoted our ESG Specialist to Responsible Growth Manager in 2026 to continue day-to-day management of these efforts, including due diligence, strategy execution, monitoring, and reporting activities. Our Executive Committee maintains ultimate oversight and responsibility for determining how to manage Responsible Growth at the Firm and portfolio-level.

Additionally, our Growth Team plays an important complementary role, as their operational growth initiatives across the portfolio touch on Responsible Growth topics like cybersecurity, talent, and AI. We provide our investment professionals, including our Growth Team, with annual training tailored to sector-specific topics, risks, and opportunities related to Responsible Growth.

STRATEGIC OVERSIGHT

Executive Committee

Maintains ultimate responsibility for determining how to manage significant Responsible Growth issues and opportunities at the Firm and portfolio level.

PROGRAM GOVERNANCE

Responsible Growth Committee

Cross-functional committee responsible for program oversight and annual review, with representation from Executive and Investment Committees, Investor Relations, Compliance, and Responsible Growth leadership.

DAY-TO-DAY MANAGEMENT

Responsible Growth Manager

Leads the Firm's Responsible Growth efforts across the portfolio, including due diligence, strategy execution, monitoring, and reporting. Collaborates closely with investment professionals and functional leaders.

CROSS-FUNCTIONAL SUPPORT

Deal Team

Responsible Growth due diligence, reviewing and approving portfolio company Responsible Growth data.

Growth Team

Operational growth initiatives relevant to Responsible Growth, including cybersecurity, talent, and AI.

Investor Relations

Stakeholder engagement and Responsible Growth reporting.

Compliance

Regulatory alignment and risk review.

Our Responsible Growth Evolution

2017

Created our Responsible Growth Policy

2020

Began collecting Responsible Growth data from our portfolio companies

2021

Established our Responsible Growth Committee

Became a member of ILPA's Driving Inclusion in Alternatives initiative

2022

Provided our first Responsible Growth training to investment professionals with Malk Partners

2023

Hired a dedicated ESG Specialist

Published our first annual Responsible Growth Report

Launched our Portfolio Network Groups

Hosted our first Chief Human Resources Officer Summit

Hosted our inaugural Growth Summit

Launched Catalyst Sponsorship Program and inaugural cohort

Provided our second annual Responsible Growth training

2024

Focused our third annual Responsible Growth training on climate change and greenhouse gas (GHG) emissions

Published our second annual Responsible Growth Report

Became a signatory to the EDCI

2025

Committed to measuring GHG emissions (Scope 1 and 2) for majority-owned Fund IX portfolio companies within two years of initial investment

Published our third annual Responsible Growth Report

Completed our second annual reporting cycle as EDCI signatories

Provided our fourth annual Responsible Growth training

2026

Promoted our ESG Specialist to Responsible Growth Manager

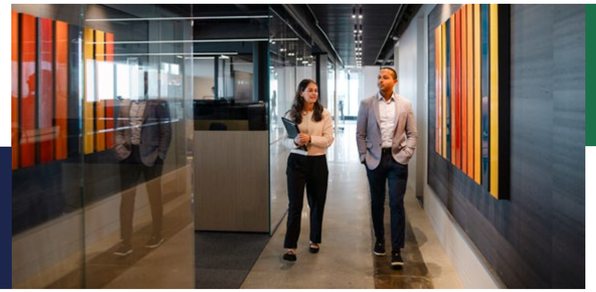
Participated with portfolio companies in the inaugural Blackstone Sustainability Leaders Conference

Published our fourth annual Responsible Growth Report

Completed our third annual reporting cycle as EDCI signatories

Expanded our Responsible Growth Committee to include an additional Executive and Investment Committee member and Compliance team representation

Conducted firm-wide AI training in partnership with a third-party training provider



Deal Sourcing and Due Diligence

Deal Sourcing

At Great Hill Partners, every investment starts by conducting deep, proactive sector research. Through our "initiative" process, we generate investment ideas, run rigorous in-house analysis, engage with industry experts, build relationships with industry executives, refine our theses, and publish detailed research for internal review. This process produces the conviction necessary to compete effectively for attractive deals and helps inform early views on potential Responsible Growth risks and opportunities well before a transaction is underway. With more than 350 initiatives[ll] completed, this disciplined research engine continues to refine our investment approach and deepen our understanding of the markets in which we operate.



Due Diligence

Our investment decisions are informed by a comprehensive assessment of risk-reward factors, and Responsible Growth is an important part of that process. For each prospective investment, we evaluate the target company's market position, competitive dynamics, financial profile, legal structure, and leadership team. Responsible Growth factors are incorporated into this process to provide additional insight into a company's value creation potential and risk profile.

Because the materiality of these factors differs across sectors, geographies, and business models, we tailor our due diligence to each target company's specific positioning. We reference third-party standards and frameworks, findings from other diligence workstreams, and additional inputs to identify the most relevant Responsible Growth topics. Our investment teams work alongside our Responsible Growth Manager throughout this process, with the resulting analysis included in the Invest–ment Memorandum and, where material, discussed at Investment Committee meetings.

Elements of Our Responsible Growth Due Diligence May Include:

Peer Benchmarking
Competitive Risks/ Opportunities

Customer Requests and Requirements
Current and Potential

Incidents and Controversies
Reputational Risks

Regulatory Requirements
Current and Potential

Good Governance
Sound Management Structures, Employee Relations, Remuneration of Staff, and Tax Compliance

Human Capital Risks and Opportunities
Talent, Inclusion, and Human Rights

Climate-Related Risks and Opportunities
Physical and Transition Risks and Opportunities

Third-Party Standards
E.g. Sustainability Accounting Standards Board Standards

Deal Sourcing and Due Diligence (cont.)

Representative Responsible Growth Topics:[III]



Monitoring

Once an investment is made, we provide each new portfolio company with our Responsible Growth Policy to familiarize them with our program and practices. Throughout our hold period, we leverage a monitoring framework that combines quantitative and qualitative inputs on a quarterly basis. Quantitatively, we collect data aligned with the EDCI as part of our regular financial reporting cycle, covering a range of relevant metrics across the portfolio. Qualitatively, we document each company's Responsible Growth initiatives and progress in our internal quarterly reporting materials.

Quarterly Metrics

Headcount Data

- Board Members
- Senior Leadership
- Full Time Employees
- % of Headcount that is Benefit-Eligible

Work-Related Accidents

- Work-Related Injuries
- Days Lost Due to Injuries
- Work-Related Fatalities

Responsible Growth Initiatives

- Applicable initiatives being undertaken, risks being monitored, or other updates

Annual Metrics

Environmental

- Do you measure GHG emissions?*
- Scope 1 and 2 GHG Emissions*

Hires and Turnover

- Organic Net New Hires
- Total Net New Hires
- Annual Attrition

Employee Engagement

- Do you conduct an employee survey?
- Employee survey response rate*

*Optional Metric

Engagement

Engagement Channels

01.

Monitoring

Quarterly Responsible Growth data collection

Quarterly summary of Responsible Growth progress and performance

Ongoing monitoring for reputational risks and incidents

02.

Reporting

Quarterly internal reporting

Semi-annual LP reporting through Annual and Advisory Committee Meeting materials

Annual Responsible Growth Report

03.

Great Hill Network and Resources

Access to our Growth Team and Responsible Growth Manager

Knowledge sharing and networking with peers through Portfolio Network Groups

Access to Blackstone GP Stakes network

04.

Direct Engagement

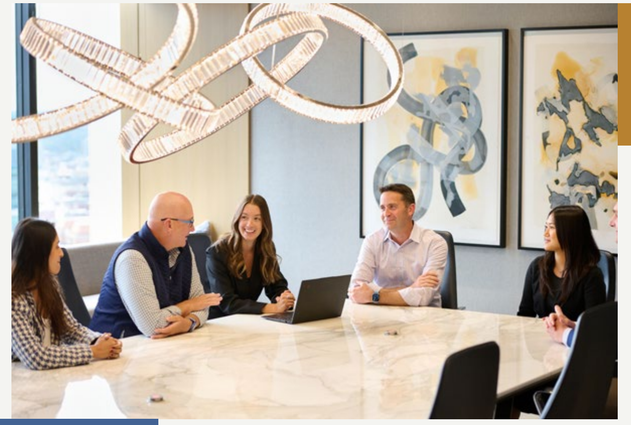
Board seats

Portfolio-wide initiatives

Engagement with Responsible Growth Manager

Board Representation

Active Board participation is central to how we partner with management teams and contribute to the direction of our portfolio companies. With a seat on every portfolio company Board, and two or more seats at over 75% of our active investments,[IV] we are positioned to help shape strategy, reinforce governance standards, and surface Responsible Growth considerations where they are relevant to performance or risk. Our Board involvement often extends beyond formal quarterly meetings to include monthly operational and financial reviews, annual budget planning, and regular informal dialogue with company executives.



Engagement (cont.)

Our Growth Team

Our Growth Team operates as a dedicated operational resource for portfolio companies, structured around two complementary capabilities: sector-focused Growth Partners, who bring former C-suite experience across our target industries, and functional experts with specialized depth in areas like Talent, Go-to-Market, RevOps, and AI. Together, the team works directly with portfolio companies to execute initiatives designed to enable company transformation and drive growth.

In 2025, we added several key members to our Growth Team, including functional experts in Talent, RevOps, and AI, as well as Growth Partners with sector expertise in financial services, healthcare, and technology. We also promoted Mike Thompson to Managing Director, Head of Growth Team, reflecting our continued commitment to strong growth and value creation in our portfolio companies. The expanded team is further supported by an AI Business Analyst and during the year worked with an intern from the U.S. Army's program that supports the transition from military to civilian service.



Growth Team

Sector-Focused Growth Partners

Functional Experts

- Talent
- Go-to-Market
- RevOps
- AI

"The collective expertise and insights of our Growth Team are key parts of Great Hill's value proposition and are central to our approach of partnering with management teams to accelerate value creation.

Mike Thompson
Managing Director,
Head of Growth Team



Engagement (cont.)

Portfolio Networks and Events

Beyond dedicated operational support and engagement, GHP creates structured opportunities for portfolio leaders to connect and collaborate at scale. One of the most impactful channels for cross-portfolio engagement has been our Portfolio Network Groups. Led by our Growth Team, these peer networks bring together functional leaders – including CFOs, General Counsels, CHROs, CTOs, Go-to-Market leaders, and Talent Acquisition leaders – to share knowledge, benchmark practices, and collaborate on shared challenges. The groups meet regularly through a combination of virtual sessions, a digital collaboration platform, and in-person summits.

Our annual Growth Summit and CEO Summit are signature opportunities for portfolio-wide engagement. In 2025, we proudly hosted our third annual Growth Summit, welcoming more than 110 leaders from our portfolio. The theme, "Growth Agents: The Profitable Growth Imperative", focused on how operators can scale efficiently while sustaining long-term value creation at their companies. Over three days, the summit delivered a robust program with participants joining keynotes, workshops, and breakout sessions spanning functional areas like Product and Technology, Go-to-Market, Finance, Human Resources, and Talent. The high levels of engagement throughout the summit and positive attendee feedback highlighted the importance of fostering peer discussions, shared insights, and actionable strategies for companies to leverage.

We also hosted our second annual CEO Summit, which brought together more than 20 CEOs from across the portfolio for three days of networking, candid conversation, and actionable insight. The 2025 summit focused on three core themes: navigating a volatile economic environment, leveraging AI to deliver business impact, and strategies for accelerating growth. Our CEOs were also joined by senior members of our investment team, the Growth Team, and a group of distinguished speakers, including business leaders, industry experts, academics, and other executives with a track record of multiple successful business exits. Both our CEO Summit and Growth Summit reflect our commitment to supporting the leaders who drive our portfolio companies by providing not just capital, but practical support, strategic guidance, and a collaborative approach.

Beyond our portfolio-wide events, in 2025 our Responsible Growth Manager and select portfolio companies also participated in the inaugural Blackstone Sustainability Leaders Conference. The event convened portfolio company leaders and practitioners from across the Blackstone GP Stakes network. The conference provided a forum for discussing a range of thematic, sector-specific, and geographically-relevant issues, such as industry frameworks, regulation, value creation initiatives, and more.

Direct Engagement

Beyond our structured programs, we may engage directly with individual portfolio companies on tailored initiatives. These engagements are typically driven by specific Responsible Growth risks or opportunities identified during ownership, such as commercially relevant opportunities or stakeholder expectations. For example, we have previously supported companies with developing policies, formalizing strategies, providing vendor recommendations, and responding to customer or investor inquiries. We encourage our companies to bring questions and challenges to our Responsible Growth Manager and deal teams.







03. RESPONSIBLE GROWTH OUTCOMES

Our portfolio companies focus on topics that are relevant to their customers, employees, investors, and the markets in which they operate, aligning with our view that well-managed Responsible Growth considerations can support stronger business performance.

Portfolio Outcomes

Customer-Driven Environmental Transparency

For many growth-stage B2B companies in our portfolio, GHG emissions is often the most relevant or material environmental topic. The primary drivers of this materiality are commercial in nature. Customers, particularly large enterprises, increasingly request or require their vendors to provide emissions data as part of their own voluntary or regulatory reporting obligations, and the ability to provide this information can be a meaningful differentiator in a competitive sales process. Additionally, measuring and managing GHG emissions may help identify potential cost reduction opportunities while also preparing companies for an evolving regulatory landscape.

Reflecting this commercial context, we expanded our programmatic efforts and seek to measure the Scope 1 and Scope 2 emissions of our majority-owned Fund IX companies within two years of initial investment. Following our initial assessment, we may continue to measure GHG emissions annually for companies where doing so is relevant and feasible. We view this initiative as an important step in helping our companies meet rising customer expectations and anticipate future regulatory requirements.

In some cases, customer expectations and commercial opportunities are driving companies beyond baseline measurement. For example, following a robust double materiality assessment in 2024, our portfolio company **EnterpriseDB (EDB)**, a leading database management system built on PostgreSQL®, determined that Environmental Impact was a financially material topic. EDB's enterprise customers are increasingly building their own data and AI platforms, and recognize that control, ownership, and efficient operation of their data and AI are their competitive moat. In response to growing customer and stakeholder expectations around environmental transparency, EDB has taken several steps to formalize its emissions management practices, including setting reduction targets and receiving the highest Small/Medium Enterprise rating from the Carbon Disclosure Project (CDP), an independent environmental reporting system, in 2024.

Beyond reducing their own operational emissions, EDB also sought to understand and quantify how their customers could avoid GHG emissions through EDB's own products and services. An independent analysis, published in 2025, found that EDB can help reduce emissions from data center operations by more than 50% on average. In some scenarios, reductions approached 80%, driven by architectural efficiencies that require fewer cores and servers to run the same applications.[V] These efficiency gains translate into meaningful climate benefits without requiring financial trade-offs, since lower energy use can directly translate to lower costs and lower emissions. The company also launched the EDB Postgres AI Efficiency Calculator to help give organizations direct visibility into the benefits of optimizing their infrastructure by exposing inefficiencies in data estates and quantifying the financial, performance, and environmental impacts of addressing them.

EDB was named Sustainability Innovation of the Year (Support) at CRN's 2026 Sustainability in Tech Summit & Awards for its ability to support customers with efficient and sustainable AI and data platforms.

EDB POSTGRES AI

CRN SUSTAINABILITY IN TECH AWARDS

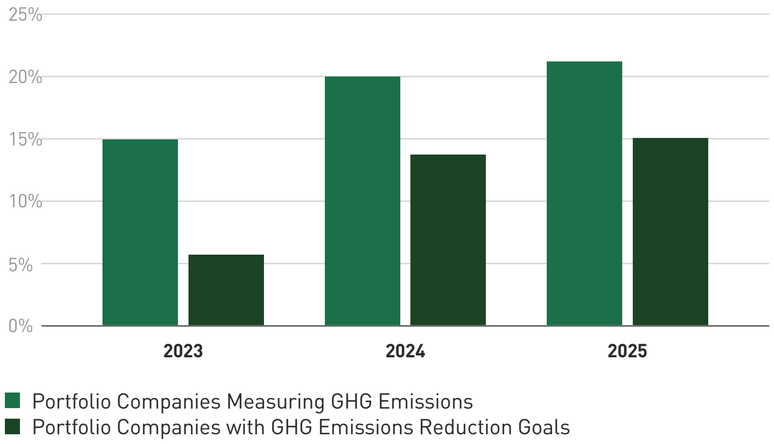
> These aren't theoretical gains. It's the operational reality now for the world's largest financial services companies and pinpoints the extraordinary path forward: You can achieve dramatic reductions in data center emissions and energy with no trade-offs in performance or availability. And in many cases, this comes with dramatic cost reductions as well.
>
> **Kevin Dallas,**
> CEO, EnterpriseDB[VI]

Portfolio Outcomes (cont.)

Perkbox, a leading provider of employee benefits, wellbeing, and rewards solutions, also advanced environmental initiatives through the acquisition of loveelectric, a B Corp certified electric vehicle salary sacrifice provider. The combination seeks to bring a more deeply integrated, technology-led EV benefit to thousands of organizations and millions of their people across the UK. The transaction also supports the UK government's promotion of electric vehicle adoption. Additionally, loveelectric's B Corp status and carbon neutral accreditation provide further reassurance for organizations that want benefit partners who demonstrate sustainable practices. Together, Perkbox and loveelectric offer a benefit that contributes to broader sustainability commitments while delivering clear commercial value to employees and customers.

More broadly across the portfolio, we continue to offer support for companies pursuing GHG emissions measurement and management on their own. This could include educational sessions, vendor introductions, or collaborative identification of relevant opportunities.

Portfolio Progress on GHG Emissions Measurement and Goals





In 2025, several portfolio companies took meaningful steps to evolve their environmental monitoring and reporting capabilities to help further strengthen customer relationships and support long-term competitive positioning.

For example, **One Inc**, an integrated digital payments platform for the insurance industry, engaged a third-party vendor to assist with GHG emissions monitoring, developing the partnerships and infrastructure needed to more effectively respond to customer and stakeholder inquiries. **RxBenefits**, a provider of pharmacy benefits administration solutions for small- to mid-sized self-insured employers, began developing GHG emission reduction targets, reflecting a proactive approach to meeting the expectations of enterprise customers. Additionally, **Mission Wealth**, a Registered Investment Adviser providing holistic financial planning and investment management services, began providing its clients with carbon footprint reporting, positioning the firm to meet the growing demand among wealth management clients for sustainability-aligned advisory services. **Jumio**, a leading AI-powered identity verification and KYC platform, measures and reports its Scope 1, 2, and 3 emissions to the CDP, with its most recent report showing a 28% year-on-year reduction.

Taken together, these efforts reflect a shift from viewing environmental and climate-related efforts as a voluntary exercise to recognizing them as a commercial capability.

perkbox

ONE INC

RxBenefits

MISSION WEALTH
Your goals. Our mission.

jumio

Portfolio Outcomes (cont.)

Human Capital Management

Talent is one of the most important growth levers for the middle-market companies we invest in. Scaling an organization from its adolescent stage to enterprise-grade maturity often requires not only strong leadership at the top, but also the ability to recruit, develop, and retain skilled professionals across a variety of different levels and functions. People-related topics like talent acquisition, employee engagement, retention, and professional development are therefore among the most consistently material Responsible Growth factors across our portfolio.

We take a proactive approach to talent strategy, beginning well before an investment is made. Through our initiative process, we develop executive relationships as part of our broader sector research. During due diligence, we evaluate the leadership capabilities of a company's management team. Throughout the hold period, we actively support talent building through our Growth Team, our executive search capabilities via Thrive TRM, and partnerships with organizations that broaden our access to high-caliber candidates. In 2025, we also hired a new Head of Talent to help continue cultivating and building our network of exceptional executives and founders.

Across the portfolio, we track a range of human capital metrics on a quarterly basis, including the composition of Boards, senior leadership teams, and employee populations; hires and turnovers; and employee engagement survey data. These data points can help us identify trends, benchmark performance, and surface areas where targeted support could strengthen talent outcomes.

We may also work directly with portfolio companies to help build the organizational infrastructure needed to support sustained growth. This can include assisting with leadership talent strategy, identifying skills gaps, and strengthening the functional capabilities of growing teams.

In 2025, several portfolio companies made notable investments in their people and organizations. These efforts reflect the view that companies that invest in employee engagement, professional development, and workplace culture are often better positioned to attract and retain the talent needed to execute on their growth plans.

Employee engagement can serve as a leading indicator of employee sentiment and retention, both of which can affect operating performance. A number of portfolio companies strengthened their feedback and listening mechanisms in 2025. For example, **Enumerate**, a SaaS-based community association management software, completed an employee engagement survey that yielded a 20-point increase in eNPS and subsequently launched a broader initiative to improve engagement and culture. **RxBenefits** expanded its employee listening strategy to include quarterly pulse surveys, achieving 86% participation in its annual engagement survey against a goal of 80%. **Peter Park**, a leading provider of digital parking solutions, began conducting regular employee surveys to enable continuous improvement in engagement.

ENUMERATE

RxBenefits

peter park

Portfolio Outcomes (cont.)

Portfolio companies also invested in programs that help cultivate inclusive workplace cultures. For example, **Bombas**, a multi-channel retailer of apparel basics, launched new Employee Resource Groups (ERGs) and is using employee engagement survey insights to help shape its go-forward people strategy. **Pareto Health**, a leading employee benefit group captive manager, similarly began offering ERGs to foster inclusion and engagement, as did **Mission Wealth**. These efforts can strengthen employee connection to organizational mission and contribute to retention outcomes that help support long-term value creation.

Additionally, portfolio companies invested in training and development initiatives. **NMI**, a provider of secure payment gateway services, provided training to staff focused on creating inclusive workplaces and preventing harassment, reinforcing the professional standards that can underpin effective team performance. **Perkbox** also hosted training across several topics, including anti-bribery, data security, equality, governance, whistleblowing, and ESG, helping equip employees with the knowledge needed to better manage risk and operate with integrity.

Finally, several portfolio companies were recognized for their commitment to workplace culture and employee experience. **Domino Data Lab**, a leader in enterprise data science management, was named to Inc's 2025 Best Workplaces list, reflecting its emphasis on employee development and organizational culture. **Mission Wealth** also received 2025 Best Workplaces recognition, underscoring its people-first approach and the strength of its team culture. **Auvik**, a provider of cloud-based IT operations, network monitoring, and management solutions, was named to Canada's Top Small and Medium Employers list for the third consecutive year, continuing a streak that reflects its sustained investment in employee wellbeing, workplace culture, and leadership development opportunities. Finally, **Fusion Risk Management**, a cloud-native provider of governance, risk, and compliance software, was recognized by Built In as a 2026 Best Place to Work, demonstrating its commitment to an inclusive workplace that thrives on innovation. These recognitions serve as meaningful signals to prospective talent in competitive hiring markets, and are consistent with our view that employee experience can be a lever for supporting long-term business performance.



BOMBAS

ParetoHealth

MISSION WEALTH

nmi

perkbox

DOMINO

Auvik

FUSION RISK MANAGEMENT

Portfolio Outcomes (cont.)

Governance and Risk Management

Sound governance and disciplined risk management are essential to building companies that are resilient against market disruptions, earn stakeholder confidence, and sustain long-term value creation. Our investment process naturally supports these objectives: the deep relationships we build during our deal sourcing process provide early visibility into a company's governance practices, and our active Board presence provides ongoing influence over strategic direction, management accountability, and the adoption of appropriate controls and policies. Two areas where this focus is particularly critical today are cybersecurity and data protection, as well as the responsible use of AI.

Cybersecurity and Data Protection

Data security and cyber resilience are foundational governance priorities for the types of businesses in which we invest. As technology-enabled companies handling sensitive customer and enterprise data, our portfolio companies face an evolving threat landscape where a single breach could carry significant financial, legal, and reputational consequences. Proactive investment in cybersecurity and data protection measures can help mitigate these risks and protect long-term value.

We assess cybersecurity preparedness pre- and post-investment. During the pre-investment phase, we leverage third-party service providers to help assess the soundness and performance of a prospective investment's security program, with findings factored into value creation plans where needed. Post-investment, we may engage various external resources and tools to modernize security programs in preparation for growth, and to establish baseline security controls and measure change.

We support our portfolio companies in building and maintaining strong cybersecurity and data protection practices through a combination of assessments, resource sharing, and access to specialized expertise across our network. Through our partnership with Blackstone, portfolio companies can participate in structured security assessment programs that help identify vulnerabilities and benchmark security posture. These assessments can surface areas for improvement that, if left unaddressed, could otherwise expose companies to material financial and reputational risk. By formalizing these practices during our ownership, we help portfolio companies build the security infrastructure that not only is increasingly required by enterprise customers as a condition of doing business, but also helps increase resilience against heightened risks.

Across the portfolio, companies continued to advance their security posture through a range of initiatives, including certifications and frameworks. Maintaining recognized security certifications serves as both a risk mitigation measure and a potential commercial enabler, particularly in sectors where customers require evidence of robust data protection practices as part of vendor selection. For example, **Domino Data Lab**, **Auvik**, and **RxBenefits** each achieved or maintained SOC 2 Type II compliance – with Domino completing its audit with zero findings, Auvik extending coverage to its full IT management suite, and RxBenefits maintaining its HIPAA certifications for data practices. Domino Data Lab also achieved ISO 9001:2015 certification for quality management, and **Jumio** achieved ISO/IEC 30107-3 Level 2 compliance, further strengthening the credibility of its identity verification platform.

Portfolio companies also invested in other elements of data protection, such as cybersecurity and social engineering training for employees. These efforts recognize that employee awareness can serve as a first line of defense against sophisticated security threats. As AI continues to accelerate the cyber and data security threats that companies may face, we will continue to evolve our own practices and programs to help increase the resilience of our portfolio companies.

Portfolio Outcomes (cont.)

Responsible AI

Across sectors, AI is reshaping how businesses operate, compete, and create value. When deployed responsibly and with appropriate governance, AI can help drive significant efficiency gains, enhance product capabilities, and open new revenue opportunities. At the same time, it introduces risks around bias, data integrity, intellectual property, and regulatory compliance that require deliberate management. We work with our portfolio companies to approach AI thoughtfully, balancing the commercial potential of this technology with the governance rigor AI demands. In 2025, we hired a Head of AI and launched our GenAI Technology Portfolio Network Group to advance our ongoing commitment to embedding AI capabilities across our portfolio. Through that group, we also introduced a series on sharing GenAI best practices, enabling learning by executives across our portfolio companies.

We encourage our portfolio companies to adopt AI best practices that are specific to their use cases and risk profiles. This could include establishing clear policies on AI usage, conducting AI risk and opportunity assessments, and ensuring that employees are equipped to use AI tools effectively. Through our Growth Team and Portfolio Network Groups, we facilitate knowledge sharing on AI best practices and practical implementation strategies. Our Head of AI works directly with portfolio companies to identify high-impact use cases while helping to ensure that appropriate safeguards are in place.



In 2025, **Custom Ink**, a leader in custom apparel, launched a GenAI enablement plan designed to empower all employees to responsibly integrate AI into daily workflows. By pairing employee access with clear guidelines for appropriate use, companies can work to capture the potential operational efficiencies and productivity benefits of AI while establishing guardrails for usage.

Fusion Risk Management conducted an independent AI risk assessment to track AI usage and associated risks across the organization. This initiative complements the ISO 42001 certification the company achieved, a standard specifically designed for AI governance. This recognition also places Fusion among the first companies in the continuity and resilience industry to meet rigorous requirements for developing AI applications in an ethical and responsible manner.

We will continue to support portfolio companies by taking deliberate steps to govern AI adoption in ways that can support both commercial value and risk management.

Firm Outcomes

Our values of integrity, accountability, curiosity, and teamwork are foundational to how we run our own Firm. Our culture is built on high standards of professional conduct, a commitment to continuous improvement, and a belief that investing in our own team helps enable us to deliver stronger outcomes for our investors and portfolio companies.

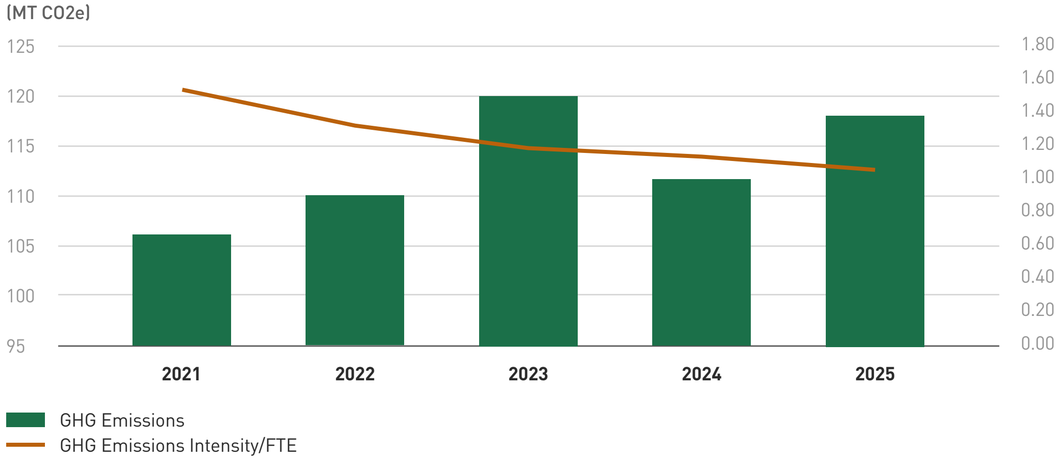


Environmental Impacts

Since 2022, we have measured our operational GHG emissions (Firm-level Scope 1 and 2) through a third-party provider. Given our footprint of two leased office locations, our Firm-level emissions profile is modest. We also benefit from sustainability features maintained by the buildings where we lease space, such as single stream recycling, specialized recycling services for e-waste, transportation benefits, and energy conservation retrofits in our Boston office.

Additionally, we have purchased carbon offsets to help mitigate the estimated carbon footprint of our Limited Partner Advisory Committee and Annual Meetings since 2020. We select offset projects validated through established standards such as the Verified Carbon Standard and the Gold Standard, many of which also contribute to the United Nations Sustainable Development Goals (UN SDGs). Through our partner Patch, we have supported multiple projects that reduce or remove carbon emissions while generating co-benefits such as community uplift, affordable housing, and local job creation.

Great Hill Partners' Operational GHG Emissions



Firm Outcomes (cont.)

Supporting Our Great Hill Team

The strength of our Firm ultimately depends on the capabilities of our people. We invest meaningfully in talent attraction, professional development, employee wellbeing, and community involvement, recognizing that these efforts directly support our ability to execute on behalf of our investors and portfolio companies.

Our onboarding program for new investment professionals includes a multi-week immersive curriculum spanning financial modeling, communication skills, due diligence methodology, Responsible Growth, and our proprietary initiative process. We complement this foundation with ongoing professional development opportunities in areas like AI and emerging technology, leadership communication, and more. Our Firm-wide mentoring program provides additional support for all employees across teams, functions, and levels.

Additionally, we enhanced several of our employee benefits in 2025, like introducing a commuter benefits program, modernizing our COBRA coverage process, and continuing our executive communication coaching program.

We work to create an environment where professionals are motivated to do their best work and build long-term careers. The strong tenure of our team and the consistency of our investment performance help us understand the effectiveness of our efforts.

We also believe that an inclusive environment – where all individuals feel valued, respected, and supported – can help enhance decision-making, strengthen team performance, and improve value creation. We are committed to building and maintaining an organizational culture that encourages a broad range of backgrounds, perspectives, and experiences.[VII]

Our approach to inclusion is guided by our policies, and reinforced through ongoing partnerships and sponsorships. Our Inclusion Policy, which we most recently updated in 2026, is available on our website. Our Anti-Harassment Policy further reinforces our expectation of a professional, respectful workplace free from discrimination of any kind. We have been members of ILPA's Driving Inclusion in Alternatives initiative since 2021, joining the broader effort among Limited and General Partners to develop exceptional talent in private equity. We also engage with organizations like Synergist,[VIII] Sponsors for Educational Opportunity,[IX] Women's Association of Venture and Equity,[X] and PE programs at leading business schools to help further inspire current and future private equity professionals.



100%

Acceptance Rate for the 2026 Associate Class

ilpa Driving Inclusion in Alternatives

Synergist

SEO AICON

WAVE Women's Association of Venture & Equity

Firm Outcomes (cont.)

Strengthening Our Technology Posture

Over the past several years, we have made significant investments in technology solutions and practices to strengthen our Firm's overall security posture.

Our cybersecurity program is based on the National Institute of Standards and Technology Framework, and is supported by a clear governance structure. Our Vice President of IT consults regularly with the Executive Committee and our Chief Financial Officer/Chief Compliance Officer on cybersecurity matters, and our Information Security and Privacy Policy is part of the Firm's compliance manual. The Executive Committee, CFO/CCO, and Vice President of IT review and test our Business Continuity Plan on at least an annual basis.



We also work with various third parties to support our cybersecurity efforts, including baseline risk assessments, reviews of policies, and enhanced protections where applicable. Our ongoing testing and review program includes network monitoring, business continuity planning, vendor due diligence, employee testing and training, and periodic penetration testing to identify and help resolve potential vulnerabilities. We utilize third-party solutions to conduct endpoint vulnerability testing, with automated scanning and patching on a regular basis.

We work to promote a culture of cybersecurity ownership and awareness across the Firm. All new employees receive onboarding training and usage policies, and all existing employees participate in annual cybersecurity training. We also conduct quarterly phishing testing for all employees with follow-up training where necessary.

In addition to cybersecurity and data privacy, we recognize the importance of equipping our teams to use emerging technologies responsibly. In 2025 and 2026, we provided Firm-wide AI training to help employees understand both the capabilities and risks associated with AI tools, and to promote responsible adoption across the organization.



Firm Outcomes (cont.)

Supporting Our Communities

Giving back to the communities where we live and work is an important part of who we are as a Firm. We provide employees with paid time off for volunteer activities and a donation matching benefit that supports a broad range of both local and national organizations. In 2025, we launched a new partnership with **Percent Pledge**, which allows employees to better manage their giving, track volunteer hours, and view individual and organization-wide impact in one place.

We also organize coordinated service days for our Boston and London teams, giving employees the opportunity to volunteer together and support projects that directly benefit their local communities. In 2025 and 2026, we held our annual Firm-wide service days at the **Mario Umana Academy**, a dual language K-8 school in East Boston, and Boston Latin Academy, a distinguished public school in Dorchester, respectively. In partnership with **Boston Cares**, the largest volunteer agency in New England, we completed several projects to improve school facilities and create a more vibrant learning environment. We also made a $20,000 donation to Boston Cares in conjunction with our 2025 service day.

Our London employees also participated in a service day in 2025 by helping a local community kitchen prepare and serve free meals to residents in need. In 2026, our London team participated in a service day with **Age UK Healthy Living and Learning Center**, where they supported activities like gardening, dining, and fitness.



From individual volunteerism to team service projects and charitable giving, our employees consistently demonstrate a shared commitment to making meaningful contributions beyond our office walls.







04. CONCLUSION

We remain committed to staying informed on Responsible Growth developments and best practices. We welcome questions and feedback from our stakeholders. Please contact Paige Shetty (pshetty@greathillpartners.com) if you wish to ask questions, provide feedback, or discuss our Responsible Growth approach further.

Disclaimers

The information contained herein (the "Report") regarding Great Hill Partners, L.P. (the "Great Hill Manager", "GHP", and together with its affiliates, "Great Hill") and any investment fund managed by the Great Hill Manager (the "Fund") is provided for informational and discussion purposes only and is not, and may not be relied on in any manner as legal, tax, or investment advice or as a solicitation of an offer to buy an interest in any successor fund or any other investment vehicle formed and managed by the Great Hill Manager or to participate in any investment or trading strategy. Each recipient should make its own investigations and evaluations of Great Hill, and any investment products it advises, and the Report, and should consult its own attorney, business advisor, and tax advisor as to legal, business, tax, and related matters concerning the Report.

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Endnotes

I. Subject to change at any time without notice. There can be no assurance that GHP will be successful in implementing its investment approach. For a complete description of investment criteria, please consult our ADV or offering documents.

II. Initiative and other data as of 12/31/2025. There is no guarantee an initiative will result in an investment, or that if it results in an investment, such investment will be profitable. There can be no assurance that any identified trend will continue or materialize as anticipated. Views are subject to change without notice.

III. This is a representative sample of Responsible Growth topics that may be considered as part of our due diligence review. Great Hill Partners aims to take a materiality-based view of Responsible Growth topics that may impact a target company and may exclude or include certain topics across industries that differ from what this list outlines.

IV. As of 12/31/2025 for unrealized/partially realized companies, based on company count.

V. https://www.enterprisedb.com/press-releases/edb-postgresr-ai-reduces-data-center-emissions-87-and-energy-consumption-81-large

VI. This content was originally published by EDB (EnterpriseDB) on August 21, 2025, and is reposted here without edits for informational purposes.

VII. Our Firm is committed to equal employment opportunity and compliance with all applicable laws. All employment decisions, including hiring, promotion, and compensation, are based on individual merit, qualifications, and business needs. We do not tolerate discrimination or harassment on the basis of race, gender, age, religion, national origin, disability, sexual orientation, or any other status protected by law.

VIII. Great Hill Partners has been a sponsor of Synergist since 2022.

IX. Great Hill Partners sponsored SEO's 2025 Alternative Investments Conference as a "Friends of SEO" sponsor.

X. Great Hill Partners has been a sponsor of the Women's Associate of Venture & Equity's (WAVE's) "Women in Alternatives Career Forum Event" since 2018.

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