

ALL ACON

ACON Investments Diversity, Equity and Inclusion Policy
March 2024

At ACON, we value Diversity, Equity and Inclusion (“DE&I”) and believe that effectively accessing and developing diverse talent such as varied backgrounds, race, color, religion, gender, national origin, ancestry, age, disability, veteran status, marital status, family status or responsibility, sexual orientation, citizenship, political affiliation and other protected categories or characteristics leads to improved outcomes. Furthermore, we are committed to providing an inclusive and respectful work environment in which everyone is motivated to fulfil their potential and bring value to not only our firm but also our portfolio companies, investors and partners.

ACON is proud of its long history of fostering diversity since its inception and has a carry and incentive structure that reflects its commitment to DE&I. We believe that human capital is our most valuable asset. We invest in the people who drive our business, who lead our portfolio companies and who are touched by our products and services. As such, 70% of current ACON U.S. senior management (excluding the founders), 71% of all ACON U.S. employees and approximately 40% of senior management of ACON U.S. portfolio companies identify as members of an ethnic minority or as female.¹

As a firm that aims to position itself as a benchmark, we are continuously working to further improve our efforts through the various initiatives and frameworks listed below.

1. **DE&I framework:** defining common goals, concrete actions, and key performance indicators (“KPIs”) that support our DE&I integration process.
2. **Reporting and benchmarking our progress:** tracking our KPIs at both the firm and portfolio company levels.
3. **Integration of DE&I within our investment process:** including DE&I considerations within our investment process and throughout our holding period.
4. **Hiring and retention:** aiming to remove biases from the hiring and promotion processes.
5. **Inclusive and diverse culture:** promoting a diverse culture where our differences are celebrated and creating a productive and safe environment in which everyone’s talents are fully utilized, and everybody feels valued and respected.

This framework is implemented by ACON’s DE&I committee and overseen by the firm’s ESG committee, a cross-functional senior management committee.

All ACON employees have a responsibility to treat their colleagues with the utmost amount of dignity and respect. Further, they are expected to conduct themselves in a manner that reflects our commitment to DE&I, both inside and outside of ACON’s offices.

Our DE&I Policy will be reviewed periodically and made available on the ACON website.

¹ As of December 31, 2023