RESPONSIBLE INVESTMENT REPORT 2026

pollenstreetgroup.com

Welcome to our 2026 Responsible Investment Report

About this report

This report is provided by Pollen Street Group Limited ("Pollen Street", "we", "our") and also incorporates information applicable to funds advised and/ or managed by the group, and their respective investments. It is intended to provide our investors and stakeholders with an overview of our approach to responsible investment, the broader influence of our activities, and how we manage sustainability-related matters within our firm and across our portfolio.

The report also outlines our priorities for continued progress as we further embed sustainability considerations across our investment process and engage with portfolio companies. Unless otherwise stated, data reported in this document covers the period from 1 January to 31 December 2025.

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INVESTING RESPONSIBLY

Lindsey McMurray
Chief Executive Officer, Pollen Street

"We believe that Responsible Investing should not be separate from performance; it's part of how we deliver it. By helping businesses grow with strong governance, resilient operations and engaged people, we support faster, safer growth and long-term value creation."

HIGHLIGHTS

- **Fifth year** of sustainability scoring
- **99%** Private Equity data coverage (93% in 2021)[1]
- Maintained **5-star** UN PRI ratings across core investment strategies[2]
- **Carbon neutral** for the sixth consecutive year

Investing responsibly for faster, safer growth

Our 2025 performance reflects this approach, with strong fundraising, continued deployment, momentum in exits and resilient portfolio performance despite an increasingly complex backdrop.

Well-governed, resilient businesses are better positioned to navigate uncertainty, capture opportunities and create long-term value. That's why Responsible Investing is embedded throughout our investment process.

During the year, we continued to support portfolio companies in addressing the issues most relevant to performance, including AI adoption and governance, operational resilience, employee engagement and climate-related risks.

We also marked our fifth year of sustainability scoring, with Private Equity data coverage increasing to 99%, up from 93% in 2021.

Looking ahead, our priority remains fast, safe growth – helping businesses scale sustainably on strong governance and operational foundations. Responsible Investing is not a separate workstream; it is part of how stronger businesses are built.

In this year's report, we highlight progress made across our portfolio and our own business during 2025.

Lindsey McMurray
Chief Executive Officer

[1] Percentage of requested data fields (KPIs) completed by portfolio companies in our annual Responsible Investment data questionnaire, i.e. questionnaire completeness.
[2] Based on the 2025 UN PRI assessment.

Q&A with Alison Collins
Head of Responsible Investment

Q: How does Responsible Investing support growth and value creation across the portfolio?

We believe that Responsible Investing helps build stronger, more resilient businesses. We believe strong governance, operational discipline and engaged people support growth, reduce risk and improve long-term performance.

Our focus is on the issues that matter most to each business – from cyber resilience and AI governance to employee engagement and climate-related risks – linking sustainability matters directly to business strategy and therefore growth.

Q: How is the Responsible Investment landscape evolving, and what does that mean for your priorities?

The focus has shifted towards commercially material outcomes, operational resilience and governance. Companies are increasingly looking at how to implement AI responsibly while responding to evolving sustainability and regulatory expectations.

For us, the priority remains the same: supporting fast, safe growth through strong governance, effective risk management and long-term value creation.

Q: What areas of progress are you most encouraged by across the portfolio?

Engagement and maturity continue to improve across our Responsible Investment framework. We have seen encouraging progress in areas including Responsible AI, Supply chain sustainability and Climate risk management.

Collaboration is also increasing, with portfolio companies sharing practical experience and solutions through our engagement forums.

Q: How is AI changing the way Pollen Street thinks about governance and operational resilience?

AI presents significant opportunities to improve efficiency, decision-making and customer outcomes, alongside new governance considerations.

We support portfolio companies to adopt AI responsibly through practical guidance, governance frameworks and peer-to-peer learning, helping them capture the benefits whilst managing emerging risks.

WHO WE ARE

Pollen Street is an alternative asset manager dedicated to investing within the financial and business services sectors. We manage over £8bn AUM across private equity and credit strategies on behalf of a global investor base including leading pension funds, insurance companies, sovereign wealth funds, endowments, asset managers and family offices.

Driven by a diverse and collaborative team, we partner with inspirational leaders who share our belief that agile, responsible businesses are better positioned to deliver lasting returns.

Private Equity

Our **Private Equity** strategy has been consistent since 2008, focused on buying and building great businesses serving the financial services ecosystem. We identify megatrends reshaping the sector across six sub-sectors: Lending, Insurance, Wealth, Payments, Financial Software and Professional Services, and back businesses positioned to benefit from long-term structural growth. We support our portfolio through technology innovation, buy-and-build consolidation, globalisation and product development, and the embedding of responsible investment principles; giving each business the tools to grow with both ambition and resilience.

Credit

Our **Private Credit** strategy provides funding to support everyday life, from building homes and financing SMEs to vehicle lending. We do this by providing predominantly senior secured loans to non-bank lenders, banks, leasing businesses and technology companies. We focus on the mid-market, an underpenetrated segment where our deep sector expertise, extensive network and hands-on support allow us to identify compelling opportunities and create the most favourable risk-reward profile for our investors.

KPIs

£8.4BN
TOTAL ASSETS UNDER MANAGEMENT[3]

100+
EMPLOYEES[3]

LONDON, AUSTIN, ABU DHABI
LOCATIONS[3]

15,000
PORTFOLIO COMPANY EMPLOYEES

OUR VALUES

EXPERT | CARING | ENTERPRISING | PROGRESSIVE | DRIVEN

[3] As at 30 June 2026

OUR RESPONSIBLE INVESTING STRATEGY

Driving a positive outcomes in a tangible way for the real economy

WHERE WE ARE NOW	SHORT-TERM FOCUS	LONG-TERM AMBITION
GOVERNANCE		
Strengthened regulatory readiness with a data-driven approach, including 99% sustainability data coverage across the Private Equity portfolio	Continue to develop reporting, including TCFD, SFDR and emerging ISSB standards, supported by sustainability training across the Board, firm and portfolio	Transparent reporting and regulatory compliance across every business
Expanded cyber and AI oversight, with 86% of portfolio companies maintaining formal cyber governance frameworks and 24 participating in the LLM Forum	Advance responsible AI governance so that formal AI policies become standard across the portfolio	Effective AI, cyber and data privacy procedures embedded across the portfolio
Expanded governance policy library and portfolio guidance, including Modern Slavery and responsible business practices	Enhance supplier due diligence and Modern Slavery oversight, and promote responsible lending best practice across in-scope borrowers	Responsible business conduct throughout the portfolio and its supply chains
SOCIAL		
Continued funding of specialist lenders extending access to finance for underserved customers and SMEs	Embed financial inclusion and responsible product design in borrower engagement and annual assessment	Access to appropriate products and financial solutions for a broader customer base
Strengthened people practices across firm and portfolio, with 95% engagement survey participation and workforce benchmarking through the People Forum	Expand the roundtable and workshop programme in 2026 to deepen cross-portfolio collaboration	Inclusive, values-led, high-performing cultures across the firm and portfolio
Launched a two-year partnership with Honeypot Children's Charity and extended social mobility reach through the Future First Collaborative	Build on year one of the Honeypot partnership and scale early careers initiatives across more portfolio companies	Meaningful community impact and pathways to opportunity across our markets
CLIMATE		
Sixth year of carbon measurement, maintaining carbon neutral status as a firm[4], with portfolio Scope 1 and 2 emissions down around 10%	Strengthen carbon measurement, including expanded Scope 3 coverage, leveraging the Private Markets Decarbonisation Roadmap	Reduced operational carbon footprint and active decarbonisation across the portfolio
Introduced quantitative climate scenario analysis, strengthening TCFD-aligned disclosure	Complete a climate transition plan aligned with the UK Transition Plan Taskforce framework and track climate commitments across firm and investments	Climate risk fully embedded in the investment and risk management process
Supported portfolio green finance propositions making lower-carbon living more accessible	Continue to fund sustainable propositions where market dynamics are favourable, and look to consider biodiversity within broader environmental impact	Sustainable alternatives for homes and transport funded at scale

SDG ALIGNMENT

[4] Reflects Pollen Street's reported operational carbon footprint (Scope 1, 2 and partial Scope 3; excludes Scope 3 Categories 1 and 15), measured under the GHG Protocol Corporate Standard. Carbon-neutral status was maintained in 2025 by offsetting 522.9 tCO2e through Ecologi. See pp. 41-42, Pollen Street Group Limited Annual Report and Accounts 2025.

HOW WE DO IT: OUR RESPONSIBLE INVESTMENT PROCESS

We engage with both our Private Credit and Private Equity partners to identify material sustainability risks and opportunities that are relevant to them and where we can support them.

Regulatory frameworks including SFDR, TCFD and emerging ISSB standards inform our focus at each stage, from pre-investment screening through to exit. Rather than running compliance as a parallel track, we use these frameworks to sharpen where we direct effort.

OUR SYSTEMATIC PROCESS ADDRESSES SUSTAINABILITY MATTERS ACROSS THE INVESTMENT PROCESS

Upfront due diligence

We assess each prospective investment's existing sustainability programme, identifying areas for improvement and where we can provide support.

Active management

We engage with management teams to set goals and ambitions. Senior deal-team members sit on PE portfolio boards and in Credit our scoring mechanism ensures activities are assessed and tracked over time.

Cross-portfolio collaboration

We hold collaborative workshops where we benchmark best practice and identify opportunities. The Pollen Street Hub coordinates knowledge sharing and project activity across companies.

Effective monitoring & measurement

We employ a standard set of KPIs to enable consistent tracking and benchmarking, using our proprietary Sustainability scoring mechanism to benchmark progress. Sustainability matters are incorporated as part of quarterly monitoring.

Governance & oversight

The Pollen Street Responsible Investment Committee reviews implementation of programmes, and recommends improvements or changes.

TURNING DATA INTO INSIGHT

Daniel Wall
Responsible Investment Associate, Pollen Street

"Quality data underpins everything we do – from investor and regulatory reporting to portfolio analytics and engagement. It enables us to benchmark performance, identify priorities and accelerate progress across the businesses we support."

Each year, we collect more than 50 sustainability metrics from our Private Equity portfolio companies and in-scope borrowers, supported by due diligence prior to investment and annual reviews on policies and performance. In 2025, sustainability data coverage across our Private Equity portfolio reached 99%, up from 93% in 2021.

The value of this data lies in how it is used. A single dataset supports investor reporting, regulatory disclosures and industry frameworks, including SFDR, TCFD, UN PRI and the ESG Data Convergence Initiative. We believe that using one source of data improves consistency, reduces reporting burden and enables us to scale our approach as the portfolio grows.

From measurement to action

In 2025, we updated our proprietary Responsible Investment scoring methodology to reflect evolving sustainability priorities, emerging regulatory expectations and the issues most material to our portfolio companies. This ensures the framework remains relevant and continues to provide a meaningful view of performance, risk and progress across the portfolio.

The framework is more than a reporting tool. Through scorecards and peer benchmarking, we seek to identify areas of strength and opportunities for improvement, helping us focus engagement where it can have the greatest impact. Sharing proven practices from leading performers also helps newer portfolio companies accelerate progress and embed responsible business practices more quickly.

Standards across the portfolio

The clearest evidence of progress is that key governance practices are now in place across every portfolio company. This has been achieved while the portfolio has continued to grow, demonstrating that new investments can quickly improve.

Today, across every company:

- Sustainability is discussed at board level.
- Progress is tracked against defined sustainability KPIs.
- A named individual or team is accountable for delivery.

PRACTICE AREA

Sustainability on the board agenda
88% (2021) › 100% (2025)

Defined Sustainability KPIs and regular reporting
65% (2021) › 100% (2025)

Named Sustainability lead
82% (2021) › 100% (2025)

DEEP DIVE INTO SCORES AND DATA APPROACH

From framework to practice: Five years of progress

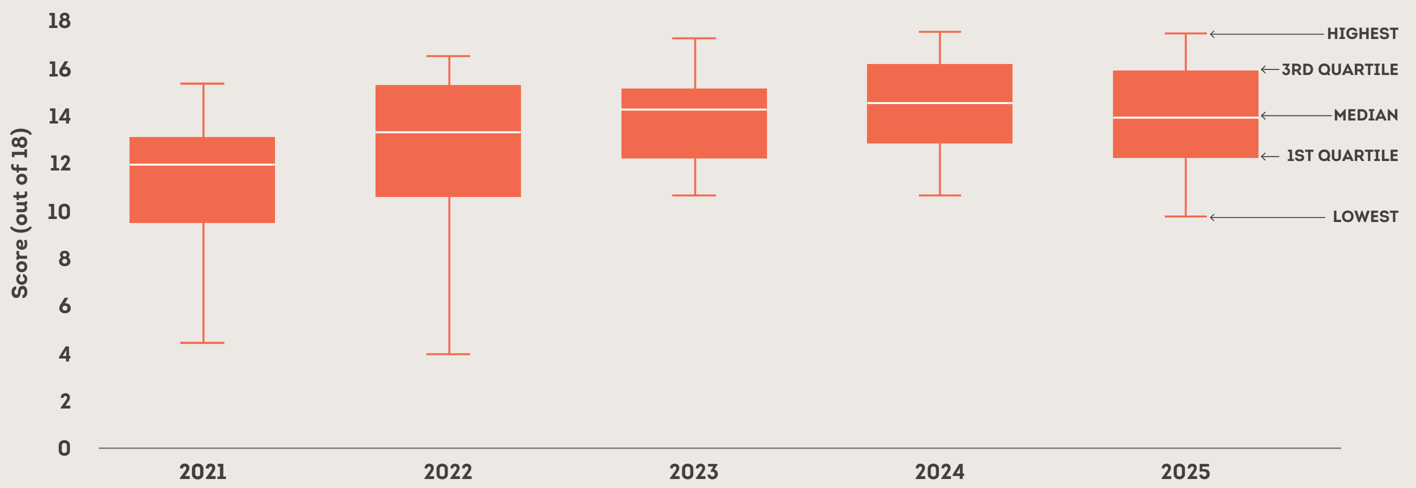
Five years ago, Responsible Investment looked very different across our portfolio. Some companies had well established sustainability programmes; whilst others were earlier in their journey. Applying a consistent framework since 2021 has enabled us to track progress across the portfolio as it has grown, highlighting where common standards have become embedded and where focus is needed.

Three themes stand out:

- Core governance practices are now established across the portfolio.
- More advanced policies and programmes continue to improve year on year.
- New sustainability topics have been incorporated into the framework as they have become increasingly material.

Every portfolio company in our latest flagship Private Equity fund (PSC V) has improved its Responsible Investment score year on year.

SCORE DISTRIBUTION NARROWS BY YEAR



Moving in the right direction

This momentum is not just confined to governance. The policies and initiatives that take longer to implement are on the same upward path:

77% › 81%
Employee engagement survey, used to measure and act on workforce sentiment

70% › 91%
Modern slavery policy, practices to identify and prevent forced labour in operations and supply chains

82% › 95%
Diversity and inclusion policy, setting out a formal commitment to fair and inclusive employment for all employees:

94% › 100%
Whistleblowing policy, giving employees a formal, protected route to raise concerns

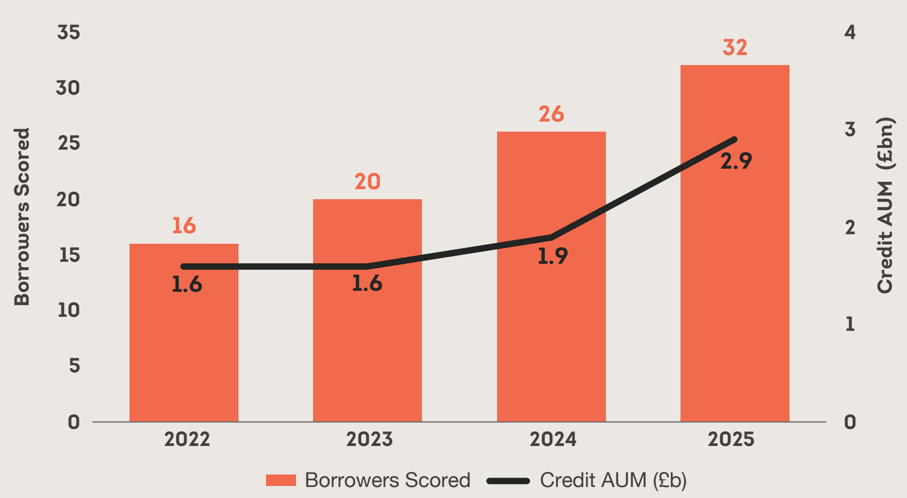
Five years of consistent data show Responsible Investment becoming increasingly embedded in day-to-day management practices across the portfolio. More importantly, the data helps us identify areas for engagement, target support where it can have the greatest impact and provide investors with a clear view of progress as the portfolio evolves.

*Figures are based on the legacy scoring methodology, applied uniformly across 2021–2025 to provide a consistent, like-for-like basis for the five-year comparison. Percentages represent the proportion of in-scope Private Equity portfolio companies by company count reporting the relevant policy/process as at year-end. Portfolio company count grew from 17 (2021) to 23 (2025).

Credit

In April, our latest Private Credit flagship fund closed at £2.5 billion, significantly exceeding its £1.5 billion target. As the strategy has grown, we have continued to scale our Responsible Investment approach to maintain consistent oversight across an expanding portfolio.

This year, we assessed 32 in-scope borrowers[5] against our Responsible Investment framework, up from 26 in 2024. The framework applies a consistent methodology across borrowers of different sizes, sectors and stages of their sustainability journey, enabling us to compare performance, identify areas for improvement and track progress over time. The chart below shows the growth of our Private Credit strategy over the last four years.



[5] For Pollen Street, an in-scope (or "applicable") borrower is one where the Manager has direct influence over sustainability matters - that is, where there is an identifiable operating company and management team, that Pollen Street can actively engage with. This excludes exposures where no such operating company exists to engage with - for example, portfolio financing or government receivables.

Key observations from this year's assessment include:

- Average scores improved across borrowers assessed in both 2024 and 2025, with more than half achieving a higher result than the previous year.
- Borrowers assessed for the first time entered the framework broadly in line with the existing cohort, demonstrating that responsible investment standards are being maintained as the portfolio expands.
- The strongest improvements were seen among borrowers that engaged actively with the Pollen Street Responsible Investment team through targeted support, peer benchmarking and the sharing of good practice.

The framework is more than an annual scoring exercise. It helps us:

- Identify areas of risk and opportunity across the portfolio.
- Prioritise engagement and support where it can have the greatest impact.
- Monitor progress over time and assess whether actions are delivering measurable improvements.
- Support climate and sustainability reporting to investors and other stakeholders.

Every in-scope borrower is assessed annually against a consistent set of KPIs, supported by data validation and review processes that enable meaningful comparison across the portfolio and over time.

PORTFOLIO CASE STUDIES: PRIVATE EQUITY

Leonard Curtis

Leonard Curtis joined the Pollen Street portfolio in 2025. Since investment, we have worked with the management team to develop a sustainability strategy aligned to the firm's long-term growth ambitions and purpose-led culture.

As a leading provider of corporate restructuring and professional services to UK SMEs and corporates, Leonard Curtis is investing in its people, governance and community initiatives to support long-term growth and performance.

Key areas of focus

- **People & development –** Launch of the LC Learning Hub, leadership development programmes, and continued investment in training, coaching and professional qualifications.
- **Culture & engagement –** Introduction of new people systems and tools, including HiBob and enhanced employee benefits, alongside ongoing employee feedback initiatives.
- **Community impact –** Expansion of the LC Foundation, supporting charitable partnerships, volunteering initiatives and donations of more than £50,000 during FY26.
- **Governance & sustainability –** Strengthening governance practices, policy frameworks and sustainability reporting, including carbon measurement and responsible business policies.

Together, these initiatives support Leonard Curtis' ambition to build a resilient, high-performing organisation that delivers long-term value for clients, employees and stakeholders.

tandem

A digital bank built around sustainability - from green home improvement loans to EPC-linked mortgages and EV finance, Tandem supports lower-carbon living for customers and seeks to build a more resilient business for investors.

Tandem demonstrates how a specialist lender can embed sustainability as a commercial differentiator. EU Taxonomy-aligned green products, TCFD governance, and a purpose-led culture combine to deliver both environmental impact and investor confidence - a model that aligns directly with Pollen Street's responsible investment thesis.

DRIVING SUSTAINABILITY THROUGH A STAKEHOLDER LENS

tandem

CUSTOMERS	EMPLOYEES	REGULATORS	INVESTORS	COMMUNITIES
Green & Pathway loans help customers cut energy bills and decarbonise homes and vehicles.	Sustainability embedded in culture, training and wellbeing - Great Place to Work™ 2024 & 2025.	TCFD governance, climate risk and net-zero targets embedded in strategy.	Transparent ESG reporting and EU Taxonomy-aligned products build investor confidence and capital access.	Financial education, volunteering and charity partnerships across the North West and beyond.

FOUR STRATEGIC PILLARS

Impactful Products	Journey to Net Zero	People Who Care	Effective Governance
Green lending to help customers decarbonise homes & vehicles	Scope 1 to zero in 2025; carbon neutral; Net Zero 2030/2050	Great Place to Work™; Women in Finance Charter; community impact	Board-level climate risk; TCFD-aligned; CFO accountable
£631m[6] Green & Pathway to Green lending[7] (2025)	**89k** Green customers supported (2025)	**75.6k t** CO2 saved by customers (2025)	**51%** Employees in Green Deal (2025)

[6] On the balance sheet at 31 December 2025
[7] Green lending is categorised according to the EU Green Taxonomy; Pathway to Green is a Tandem definition of a loan that outperforms the national average green performance.

PORTFOLIO CASE STUDIES: PRIVATE CREDIT

level

Divorce and probate proceedings can be lengthy and costly, and the burden often falls on those least able to meet it. In a divorce, one party frequently controls the majority of household finances, leaving the other without the means to fund legal advice. Probate, the process of settling a person's estate after they die, presents similar challenges for families.

Level Group is a UK specialist lender founded in 2017, providing finance for legal expenses and the cost of living for people in these circumstances, enabling them to navigate proceedings on a fair footing. Loans are typically repaid from the eventual settlement or estate.

Pollen Street provides a senior secured facility to Level, supporting the company's continued growth and helping to extend access to legal representation for individuals who would otherwise be unable to afford it. The partnership aligns with our wider commitment to financial inclusion, making appropriate financial products available to a broader audience.

This focus is reflected within Level itself, where the company's Positive Impact group champions employee welfare, charitable initiatives and responsible business practices.

The investment is thematically aligned with aspects of SDG 16 (Peace, Justice and Strong Institutions) and SDG 10 (Reduced inequalities) as Level provides finance for legal expenses in defined circumstances.

DRIVING PORTFOLIO COLLABORATION: THE POLLEN STREET HUB

The Pollen Street Hub continues to be the engine through which we translate material sustainability and people priorities into tangible outcomes across the portfolio - connecting management teams, surfacing proven practice, and accelerating delivery on the themes that matter most to each business.

In 2025, we deepened this work through targeted one-to-one engagement, cross-portfolio initiatives, and our annual Sustainability & People Forum, held in October. The Forum brought together more than 30 senior leaders from across our portfolio companies to share live challenges, exchange learnings, and explore examples of people and sustainability strategies that can translate into long-term value. We used a combination of external expertise, portfolio case studies and interactive workshops.

Discussion focused on five areas where the link between sustainability, people and commercial performance is most direct:

- Aligning people and sustainability priorities with long-term value creation
- Strengthening governance, data and reporting as a foundation for credible performance
- Making culture and inclusion tangible and measurable
- Scaling community and volunteering initiatives across the portfolio
- Integrating climate strategy and the responsible deployment of AI

Given the strong appetite for continued collaboration, we are expanding the roundtable and workshop programme in 2026 to maintain momentum and broaden participation.

TRANSLATING DISCUSSION INTO ACTION

The Forum is designed to generate action, not just dialogue. Two examples illustrate how cross-portfolio collaboration translates into operational impact:

Mattioli Woods

Mattioli Woods, a wealth manager and employee benefits provider, is an example of leveraging trusted relationships across the portfolio. Mattioli Woods has delivered financial education and one-to-one advice to Pollen Street employees, alongside a review of our employee benefits, including brokerage, the onboarding of new providers and a benefits election platform. Mattioli Woods is now working across the portfolio to provide similar services.

Assessio

Assessio, a portfolio company, brings AI-driven assessment and talent analytics to enterprise workforces, with insight across the talent lifecycle. We are creating opportunities for other Pollen Street companies to benefit from Assessio's capability, while supporting Assessio in shaping its proposition through portfolio feedback.

"Collaboration is central to building a more sustainable financial ecosystem. The People & Sustainability Forum gave us a valuable opportunity to share our journey and learn from other leaders committed to responsible, innovative growth."

Sonia Luz
Associate Director, Compliance and ESG, Finsolutia

"The discussion on People and Sustainability - both strategic and genuinely commercial topics - was invaluable. We left with tangible follow-ups and meaningful connections with peers across the portfolio in similar roles. An engaging and motivating day."

Elena Mazza
Chief People Officer, WIDE Group

GOVERNANCE: SUPPORTING OPERATIONAL RESILIENCE AND RESPONSIBLE INNOVATION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

We believe that strong governance builds resilient, high-performing businesses. We believe it enables fast, safe growth and it underpins everything we do as investors.

Our financial services specialism informs our distinctive approach to governance, oversight and operational discipline across the investment lifecycle. As expectations evolve across AI, cyber resilience, sustainability reporting and supply chain oversight, we support portfolio companies in strengthening governance in a practical and proportionate way.

We view governance as more than compliance. It supports better decision-making, risk management, good outcomes for customers and long-term business performance.

In 2025, we focused on three priorities: strengthening leadership and accountability, enhancing operational resilience, and supporting responsible innovation. Through benchmarking, specialist forums, due diligence and annual sustainability reporting, we help portfolio companies build governance frameworks that support growth, manage risk and maintain customer trust.

LEADERSHIP & ACCOUNTABILITY

Ensuring governance structures support long-term value creation and effective oversight.

- Board oversight & accountability
- People, culture & leadership
- Long-term stewardship & strategy

RISK & RESILIENCE

Building resilient businesses that can manage risk, adapt to change and meet stakeholder expectations.

- Risk & resilience
- Cyber security & operational resilience
- Regulatory readiness & reporting
- Supply chain oversight

RESPONSIBLE INNOVATION & CUSTOMER OUTCOMES

Supporting innovation through strong governance, transparency and customer focus.

- Responsible AI & data governance
- Customer outcomes & conduct

GOVERNANCE ACROSS THE PORTFOLIO[8]

100% maintain formal RI / sustainability-related policies

68% maintain formal Responsible AI policies

86% maintain formal cyber governance frameworks

24 portfolio companies participated in the 2026 LLM Forum

[8] Percentages are by number of Private Equity portfolio companies as at 31 December 2025 (n=23).

GOVERNANCE CONTINUED

Responsible AI & Cyber resilience

Operational resilience & cyber security

"Resilience is now a board-level responsibility. Our focus is on helping businesses continue operating safely through disruption, with strong security foundations, clear accountability and the ability to recover quickly when something goes wrong."

Adrian King
CTO, Pollen Street

As AI adoption accelerates and regulatory expectations increase, operational resilience has become a strategic priority for management teams and boards.

The EU AI Act and DORA reinforce many of the principles we already promote across the portfolio: clear accountability, effective oversight and the ability to withstand and recover from disruption.

During 2025, we expanded portfolio monitoring using cyber security metrics informed by the ESG Data Convergence Initiative. Early results indicate strong foundations across the portfolio, supported by established governance processes and increasing management focus.

Our engagement emphasises practical resilience:

- Strong cyber security controls
- Regular testing and monitoring
- Incident response and business continuity planning
- Third-party and supply chain oversight
- Clear governance and accountability

Supply chain oversight

We continue to strengthen oversight of suppliers and external partners through a focus on governance, resilience and responsible business practices.

During the year, activity included:

- Enhancing supplier due diligence processes;
- Updating policies and procedures, including Modern Slavery considerations; and
- Sharing governance and operational best practice across the portfolio.

We continue to monitor developments in supply chain transparency, operational resilience and responsible sourcing, helping portfolio companies adopt approaches appropriate to their scale and sector.

GOVERNANCE CONTINUED

Responsible AI & Cyber resilience

Driving responsible AI

"Our focus is on helping portfolio companies adopt AI in a way that is commercially effective, proportionate and aligned with evolving regulatory and customer expectations."

Gilad Amir
Digital Operating Partner, Pollen Street

AI is reshaping financial and business services, creating opportunities to improve efficiency, customer outcomes and decision-making.

We believe that our approach supports responsible adoption through clear governance, proportionate controls and practical guidance. We view Responsible AI as both a governance priority and a commercial opportunity.

Portfolio engagement continues through specialist workshops and our semi-annual LLM Forum. Between January 2025 and January 2026, GenAI deployment across participating portfolio companies increased from 73% to 94%, with businesses reporting average time and cost savings of 61% where solutions had been deployed.

During the year, we also shared portfolio-wide guidance covering AI governance, cyber security, data privacy, operational resilience and emerging regulation.

Focus areas:

- Customer outcomes and transparency;
- Human oversight and accountability;
- Cyber security and operational resilience;
- Data governance and privacy;
- Third-party model oversight; and
- Employee training and responsible use policies.

RESPONSIBLE AI IN PRACTICE

aryza

Embedded AI governance into deployment processes through formal risk assessments, data controls and human oversight. AI-enabled customer vulnerability indicators now support Consumer Duty-aligned collections outcomes.

Finsolutia

Implemented an internal AI Hub providing governance guardrails, audit logging and PII risk assessment across AI applications. The business is also pursuing ISO/IEC 42001 certification.

Mattioli Woods

Introduced AI-enabled compliance review tools to assess adviser communications against FCA requirements, creating auditable rationale trails and strengthening Consumer Duty governance.

PEOPLE

5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

Driving high performing teams

Capable, well-led and engaged people are central to performance. We believe that strong, engaged teams build more resilient businesses that are better able to adapt, innovate and scale. This is reflected in strong retention with employee attrition just 6% in 2025. As technology continues to reshape our industry, investing in capability, culture and skills remains critical to long-term value.

Our people agenda is based on key drivers: a values-led, high-performing culture; continuous investment in training and development; supporting wellbeing; and listening to our team so that we can act on what we hear.

Nikki Partridge
HR Director

PEOPLE AT POLLEN STREET

34%
Female employees (December 2025)

6%
Employee attrition

95%
Employee engagement survey participation

100%
Employees with access to professional coaching

22
Employee Net Promoter Score +5.35 above financial services benchmark[9]

[9] Financial-services eNPS benchmark provided by HiBob, Pollen Street's HRIS provider (2025). The benchmark reflects financial-services firms using the HiBob platform, rather than a whole-of-market measure.

Developing capability and future skills

During 2025, we delivered training across leadership, AI literacy, communication and professional development. A particular focus was strengthening management capability through dedicated programmes covering coaching, feedback, performance management and communication.

We also introduced 360-degree reviews for senior leaders and continued to provide every employee with access to one-to-one professional coaching.

As Artificial Intelligence becomes increasingly embedded across our industry, we have also focused on ensuring our people have the confidence and skills to adapt. Through training, workshops and practical learning opportunities, employees explored how AI can support productivity, collaboration and decision-making, while developing the skills needed to use new technologies responsibly and effectively.

Listening and engaging

This year, we introduced HiBob, to aim to enhance our people analytics capabilities and providing employees with a more sophisticated people platform. Our annual engagement survey achieved a 95% participation rate, up from 67% in 2024, and an Employee Net Promoter Score of 22, outperforming the financial services benchmark. Every repeated question scored higher than the prior survey.

More than 360 qualitative responses provided valuable insight, helping shape actions across leadership, communication, wellbeing and employee development.

Supporting wellbeing for better performance

We believe that wellbeing underpins sustainable performance. During the year, we expanded our employee offering, including the launch of a financial wellbeing programme in partnership with Mattioli Woods. This provides employees with access to financial education and guidance across savings, pensions, mortgages and retirement planning.

This reflects our commitment to support employees both professionally and personally throughout their careers.

Supporting portfolio companies to build inclusive, high-performing organisations

PORTFOLIO COLLABORATION

- **PEOPLE FORUM**
- **WORKFORCE BENCHMARKING**
- **BEST-PRACTICE SHARING**

PRIVATE EQUITY PORTFOLIO INSIGHTS[10]

25.4% Gender pay gap

22.2% Female C-suite representation

41.7% Female employees

16.7% Female Board representation

[10] Based on self-reported data from the 23 Private Equity portfolio companies as at 31 December 2025, aggregated on a headcount-weighted, global basis. The gender pay gap is the mean difference in hourly pay.

PEOPLE CONTINUED

Creating Pathways to Opportunity
Social Mobility and Early Careers

We believe talent should be determined by potential, not background. Through long-standing partnerships, mentoring and work experience opportunities, we aim to improve access to careers in financial and professional services while helping to develop the next generation of talent.

Our social mobility and early careers initiatives focus on creating meaningful opportunities for young people to build confidence, gain exposure to the workplace and develop the skills needed to succeed.

OUR APPROACH

Inspire
Introducing young people to careers and opportunities they may not otherwise encounter.

Develop
Providing mentoring, career insight and practical skills development.

Experience
Creating access to work placements, internships and workplace exposure.

Progress
Supporting pathways into long-term careers across financial and professional services.

Partnerships in action

10000 INTERNS FOUNDATION | GAIN Girls Are INvestors

Paid internship opportunities - helping improve access to professional careers for underrepresented groups.

"Working closely with Daniel and Alison in the Responsible Investment team at Pollen Street gave me exposure to how material sustainability and risk considerations are integrated into investment decision-making and how this supports sustainable long-term growth. Overall, this internship strengthened my analytical and problem-solving skills whilst also broadening my understanding of financial markets. These transferable skills have directly helped me secure a role as a Junior Trading Support Analyst at Trayport.

Korede Tijani
(2025 10,000 Interns cohort)

LEVEL 20

Supporting a number of events and initiatives, including hosting a breakfast focused on advancing women in financial services.

EY Foundation

Backing employability programmes that help young people overcome barriers to entering the workplace.

Portfolio amplification

FF Future First

We've supported Future First for more than a decade, helping state school students connect with relatable role models, career insights and practical guidance. This year, we hosted Careers Insight Days giving students a behind-the-scenes look at Private Equity, Private Credit and Asset Management, plus CV and interview coaching, and sponsored Excelsior Academy in Hackney.

Our portfolio amplifies our impact: Several portfolio companies support Future First, helping local students access role models and career opportunities. At Markerstudy, Emily Taylor ran the 2026 London Marathon and raised over £4,000 for the charity—showing how collaboration across the portfolio creates more pathways for young people.

50+
students engaged

8
portfolio companies participating in "Future First Collaborative"

5
early careers events delivered

PEOPLE CONTINUED

Community and Charity – making a difference

We encourage our people to contribute their time, expertise and energy to causes that matter. Through fundraising, volunteering and long-term partnerships, we aim to create positive outcomes in the communities where we live and work.

Community engagement also plays an important role in our culture, bringing colleagues and portfolio companies together around shared causes while supporting organisations delivering meaningful impact.

Broader partnerships - supporting causes that matter

Throughout the year, employees supported a wide range of charitable and awareness initiatives, including Human Rights Watch, Spread a Smile, Movember and the JP Morgan Corporate Challenge.

These activities reflect the diverse interests and passions of our people while strengthening engagement and community impact across the firm.

Featured partnership: Honeypot Children's Charity

In 2025, we launched a two-year partnership with Honeypot Children's Charity, which has spent over 30 years supporting young carers through respite breaks, outreach and mentoring programmes.

Throughout the year, our people came together to support Honeypot through fundraising, volunteering and participation in a range of activities including the Annual Rounders Match, Brain Olympics, Tough Mudder and Santa in the City.

The partnership reflects our commitment to building long-term relationships with organisations creating lasting impact for young people and their families.

"Working alongside Pollen Street Capital has been a genuine pleasure, and we are incredibly grateful for the energy and commitment they have brought to our partnership. Since 2025, they have raised over £10,200 in support of Honeypot, organising and taking part in a verity of different activities and challenges. All of this is helping us reach young carers and vulnerable children across the UK. Their support is enabling us to provide safe spaces, build confidence and create moments of joy for children who need it most. Partnerships like this play a vital role in helping us extend our reach and deliver lasting impact."

Tom Enser
Senior Corporate Partnerships Officer, Honeypot Children's Charity

London's Air Ambulance Charity

TAKING THE PLUNGE FOR LONDON'S AIR AMBULANCE

Members of the Pollen Street team abseiled down from the highest helipad in London atop the 17th floor of the Royal London Hospital. This raised more than £3,900 for London's Air Ambulance Charity, helping to fund the advanced trauma care service that supports critically injured patients across London.

Community impact in 2025

FUNDS RAISED
£95,000

VOLUNTEER HOURS
285+

CHARITIES SUPPORTED
8+
Charities

CARBON & CLIMATE STRATEGY

7 AFFORDABLE AND CLEAN ENERGY | 11 SUSTAINABLE CITIES AND COMMUNITIES | 13 CLIMATE ACTION

As a specialist investor in financial and business services, we recognise that climate change presents both risks and opportunities. Our focus is on helping portfolio companies and borrowers understand those risks, reduce emissions where practical, and position themselves for the transition to a lower-carbon economy.

Measuring our emissions

In 2025, we again commissioned Key ESG to measure the carbon emissions of the firm, our Private Equity portfolio and our Credit borrowers, covering scope 1, 2 and partial scope 3 greenhouse gas emissions.

Pollen Street Group Limited

We have measured our carbon footprint at Group level every year since 2019. The results for the past three years are set out in the table.

		2025 tCO_2e	2024 tCO_2e	2023 tCO_2e
Scope 1	Direct emissions form the organisation's activity	–	–	–
Scope 2	Emissions from the use of purchased electricity (market-based)	2.5	–	1.2
Scope 3	**Indirect emissions that occur in value chain**			
	Business travel	488.5	518.1*	376.9
	Employee commuting including working from home	27.6	14.4	14.9
	Waste generated in operations (inc. water)	4.1	3.5	8.5
	Upstream leased assets	0.2	1.2	1.1
	Total Scope 3 emissions	**520.4**	**537.2**	**401.4**
Total	**Total Scopes 1,2, and 3 emissions**	**522.9**	**537.2**	**402.6**
Intensity	Scope 1 and 2 emissions per FTE	0.03	–	0.01
	Scope 1, 2 and 3 emissions per FTE	5.5	6.3	4.8
	Scope 1, 2 and 3 emissions per £bn AUM	73.7	99.5	95.9

*Please note that the entry for 2024 Scope 3, Category 6: Business Travel, has been reassessed due to improvments in data coverage and quality.

The method used for calculating GHG emissions is in line with the GHG Protocol Corporate Accounting and Reporting Standard. Scope 1 represents the direct emissions from owned or controlled sources, Scope 2 represents the indirect emissions from the generation of purchased electricity, and Scope 3 represents other indirect emissions across our value chain.

Strengthening climate oversight

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

During 2025, we expanded our climate risk framework by introducing quantitative scenario analysis and financial modelling across the NGFS Orderly, Disorderly and Hot House World scenarios. We also initiated development of a climate transition plan aligned with the UK Transition Plan Taskforce framework and began aligning disclosures with emerging ISSB standards.

We believe that these enhancements strengthen our ability to assess material climate-related risks and opportunities and further embed climate considerations into our investment processes.

Further detail is available in the Pollen Street Group Limited Annual Report and Accounts 2025.

Comparisons with previous reporting year

This year, working with KEY ESG, we measured the carbon footprint of our Private Equity portfolio companies and in-scope borrowers.

Across the Private Equity portfolio, total measured emissions rose around 7%, as Scope 3 value chain emissions grew with the portfolio while Scope 1 and 2 both fell. Emissions intensity was 1.73 tCO_2e per FTE (1.63 in 2024).

Across our in-scope Credit borrowers, measured emissions rose with the continued growth of the fund and the wider set of partners now brought into measurement. Emissions intensity was 1.42 tCO_2e per FTE (1.29 in 2024).

Leveraging third party expertise

We have worked with KEY ESG since 2022 to support our portfolio-wide carbon measurement across both Private Equity and Private Credit.

KEY ESG

54.2%

of PE portfolio energy now sourced from renewables[11] (51.4% in PY)

PE portfolio emissions performance

Total Emissions Breakdown

	2024 tCO_2e		2025 tCO_2e
Scope 1	4,166	›	**3,648**
Scope 2	1,650	›	**1,607**
Scope 3*	22,546	›	**25,091**
TOTAL	28,362	›	**30,345**

*Scope 3 excludes purchased Goods & Services and Financed emissions

Operational emissions (Scope 1 & 2)

5,816 2024 tCO_2e → **5,255** 2025 tCO_2e

Scope 1 and 2 emissions, those most directly within companies' control, fell by around 10% year on year even as the portfolio grew.

Borrowers' carbon emissions

Total Emissions Breakdown

	2024 tCO_2e		2025 tCO_2e
Scope 1	62	›	**2,420**
Scope 2	3,039	›	**686**
Scope 3	714	›	**3,850**
TOTAL	4,223	›	**6,956**

Borrower Scope 2 emissions

3,039 2024 tCO_2e → **686** 2025 tCO_2e

Scope 2 emissions fell by around three quarters as more borrowers moved onto renewable electricity.

[11] Share of reported electricity consumption by Private Equity portfolio companies from renewable sources in 2025, measured by kWh from self-reported supplier data.

CARBON & CLIMATE CONTINUED

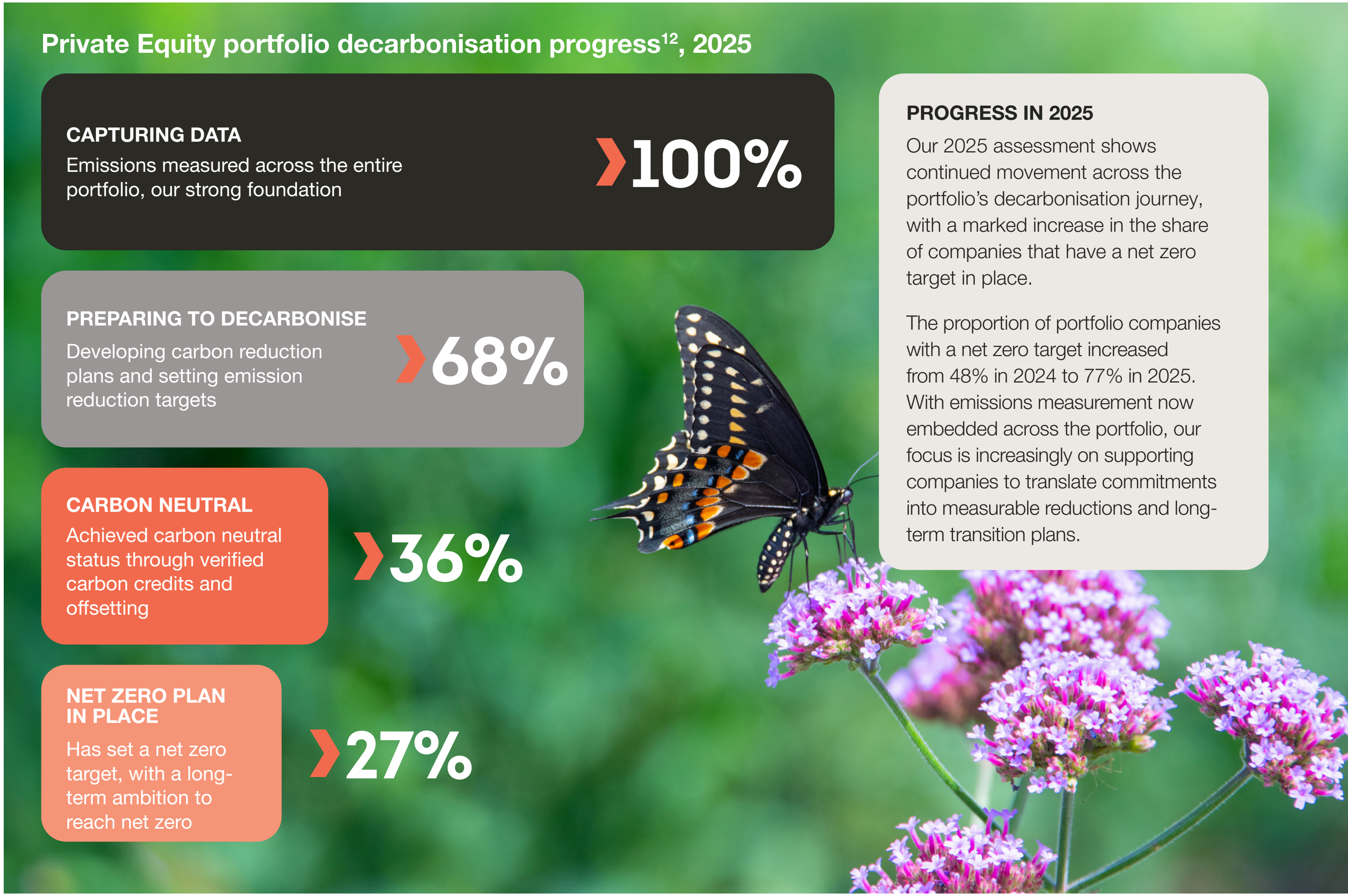
Accelerating portfolio decarbonisation through systematic progress

Building on strong foundations

Following our commitment to Initiative Climat International, and using the Private Markets Decarbonisation Roadmap methodology, we continue to work programmatically with each portfolio company towards net zero, engaging from a commercial perspective.

Driving continued progress

Our approach addresses three questions for each investment: what measures has the company taken to reduce greenhouse gas emissions; is there a recognised transition pathway for the company; and do the company's operations enable the net-zero transition? Through the Pollen Street Hub and our Responsible Investment team, we provide practical support on emissions measurement, target setting and transition planning, helping management teams identify actions that are both commercially viable and environmentally meaningful.



Private Equity portfolio decarbonisation progress[12], 2025

CAPTURING DATA
Emissions measured across the entire portfolio, our strong foundation

100%

PREPARING TO DECARBONISE
Developing carbon reduction plans and setting emission reduction targets

68%

CARBON NEUTRAL
Achieved carbon neutral status through verified carbon credits and offsetting

36%

NET ZERO PLAN IN PLACE
Has set a net zero target, with a long-term ambition to reach net zero

27%

PROGRESS IN 2025

Our 2025 assessment shows continued movement across the portfolio's decarbonisation journey, with a marked increase in the share of companies that have a net zero target in place.

The proportion of portfolio companies with a net zero target increased from 48% in 2024 to 77% in 2025. With emissions measurement now embedded across the portfolio, our focus is increasingly on supporting companies to translate commitments into measurable reductions and long-term transition plans.

[12] Percentages are by number of Private Equity portfolio companies as at 31 December 2025 (n=23). 'Net zero target in place' means the company answered 'Yes – aligned with a net zero pathway (i.e. net zero emissions by 2050 or sooner)' to whether it has a long-term net zero goal; it does not necessarily mean a fully costed transition plan is in place.

INDUSTRY INITIATIVES ALIGNMENT

We are proud to participate in several organisations and initiatives to advance collaboration, best-practice and transparency on Responsible Investing and sustainability across the industry and broader society.

Responsible investment We are a signatory to the UN Principles for Responsible Investment, achieving 5★ ratings in both Private Equity and Private Debt and a 4★ rating for Policy, Governance & Strategy in the most recent assessment.[13] Under the EU SFDR, we provide relevant disclosures across our current Private Equity and Private Credit SFDR funds.[14]	Signatory of: PRI PRINCIPLES FOR RESPONSIBLE INVESTMENT
Inclusive culture & opportunity We are advocates and partners to a number of inclusivity-focused organisations and initiatives, to advance awareness and representation across the industry.	EY Foundation; GAIN Girls Are INvestors; invest in women hub; LEVEL 20; OUT INVESTORS LGBT+ NETWORK; Social Mobility Pledge; THE 10,000 INTERNS FOUNDATION
Climate change We are a member of Initiative Climat International ("ICI") to share and understand best practice to address climate risk and environmental matters as relates to private markets. We are also members of FAIRR Initiative, an investor network addressing risks in the global food sector.	initiative climat international – Private markets action on climate change; FAIRR A COLLER INITIATIVE
Sustainability reporting excellence As one of the inaugural members of the ESG Data Convergence Initiative, we work with industry peers to enhance the quality, consistency and comparability of sustainability data across private markets. EDCI brings together GPs and LPs to drive convergence around meaningful sustainability metrics and benchmarks.	EDCI

[13] Reflects Pollen Street's scores in the 2025 UN PRI assessment. PRI ratings relate to the PRI reporting modules and are not a guarantee of product-level sustainability outcomes.
[14] Pollen Street's classified Private Equity and Private Credit funds are disclosing under Article 8 of SFDR. Where funds are within scope of SFDR disclosure obligations, we provide the relevant pre-contractual, website and periodic disclosures in accordance with their SFDR classification.

RESPONSIBLE INVESTMENT FOCUS AREAS

We continue to evolve our Responsible Investment approach with a focus on strengthening governance, improving resilience, managing material risk and supporting long-term value creation across the firm and our investments.

Our approach to Responsible Investment remains focused on building stronger, more resilient businesses that are better positioned to deliver sustainable long-term performance.

Data-led insights	Ongoing investment in data quality, automation and scoring across due diligence and monitoring, generating decision-useful insights for investment, engagement and disclosure.
Governance & resilience	A proactive focus on governance and operational resilience helps us monitor and respond to evolving regulatory expectations., with priorities spanning cyber resilience, Responsible AI, supply chain oversight and ISSB/TCFD compliance.
Stewardship & value creation	Deeper engagement with portfolio companies and borrowers across Private Equity and Credit, through benchmarking, targeted engagement and cross-portfolio collaboration.
Responsible AI & operational transformation	Continued support for responsible AI adoption and technology-enabled transformation across the firm and portfolio, improving efficiency, governance, risk management and customer outcomes through appropriate controls and safe-use frameworks.
People & organisational performance	Continued focus on inclusive, high-performing organisations across the firm and portfolio, recognising culture, leadership and talent as core drivers of resilience, innovation and growth.
Climate risk & transition readiness	Further embedding of climate considerations into governance, risk and investment processes, supporting portfolio companies and borrowers on carbon measurement, transition planning and resilience.
Community & stakeholder engagement	Sustained investment in community partnerships, employee engagement and cross-portfolio collaboration, delivering long-term value for our people, stakeholders and wider communities.

RESPONSIBLE INVESTMENT: GOVERNANCE

Responsible Investment Committee

Pollen Street has an established Responsible Investment Committee responsible for setting the strategy, framework, and processes for integrating sustainability practices across the investment process. The Committee meets quarterly and is composed of a cross-section of teams to ensure appropriate engagement, oversight and allocation of responsibilities.

Our Responsible Investment Team

Pollen Street has a dedicated Responsible Investment team, comprising of the Head of Responsible Investment and Associate, responsible for the strategic direction, day-to-day delivery and reporting of our RI programme. The team works closely with deal teams across both Private Equity and Credit to ensure responsible investment considerations are embedded throughout the investment process.

Alison Collins (Chair)
Head of Responsible Investment

Lindsey McMurray
Managing Partner

Michael England
Partner

Crispin Goldsmith
Chief Financial Officer

Chris Palmer
General Counsel

Gary Wong
Chief Risk & Compliance Officer

George Harwood
Investment Director

Ethan Saggu
Investment Director

Nikki Partridge
HR Director

Daniel Wall
Responsible Investment Associate

IMPORTANT INFORMATION

This document includes information on Pollen Street's program for incorporating responsible investing considerations across Pollen Street's operations, strategies, and funds. Such program is consistent with and subject to Pollen Street's fiduciary or similar duties and applicable legal, regulatory, and contractual requirements and is expected to change over time. Statements about responsible investing practices related to portfolio companies and/or borrowers also do not apply in every instance and depend on factors including, but not limited to, the relevance or implementation status of an initiative to or within the portfolio company and/or borrower; the nature and/or extent of investment in, ownership of, or control or influence exercised by Pollen Street with respect to the portfolio company and/or borrower; and other factors as determined by investment and operation teams and/or portfolio company and/or borrower teams on a case-by-case basis.

Although Pollen Street views the consideration of sustainability factors to be an opportunity to enhance or protect the performance of its investments over the long-term, Pollen Street cannot guarantee that its responsible investing program, which depends in part on qualitative judgments, will positively impact the performance of any individual investment or the funds as a whole. Additionally, there can be no assurance that Pollen Street or its investments will be able to achieve any responsible investing-related objectives, that their actions will not result in outcomes that could be viewed as having a negative effect, or that any historical trends will continue to occur. Actual results may be significantly different from the forward-looking statements herein.

The United Nations Sustainable Development Goals (SDGs) are aspirational in nature. The analysis involved in determining whether and how certain initiatives may contribute to or support progress towards the SDGs is inherently subjective and dependent on a number of factors and may not be completed prior to a fund making an investment or at all. Pollen Street makes no commitment or guarantee that it is investing in companies that have a formal commitment or plan or take specific actions to contribute to or support progress towards the SDGs.

Case studies presented herein have been selected in order to provide illustrative examples of Pollen Street's application of its responsible investing program. Descriptions of any responsible investing achievements or improved practices or outcomes are not necessarily intended to indicate that Pollen Street has substantially or directly contributed to such achievements, practices, or outcomes.

The inclusion of any third-party firm and/or company names, brands, and/or logos does not imply any affiliation with these firms or companies. None of these firms or companies have endorsed Pollen Street, a fund, or any of their respective affiliates.

Frameworks and Initiatives

The organisations and initiatives referenced in this report relating to inclusive culture & opportunity: EY Foundation (eyfoundation.com), GAIN (Girls Are Investors) (gainuk.org), FAIRR (Farm Animal Investment Risk & Return), a Coller Initiative (fairr.org), Invest in Women Hub (iiwhub.com), Level 20 (level20.org), Out Investors (outinvestors.com), the 10,000 Interns Foundation (10000internsfoundation.com), and the Social Mobility Pledge (socialmobilitypledge.org), are included solely as examples of initiatives that Pollen Street and/or its portfolio companies support. Membership of, or reference to, these initiatives involves no reporting, processes, targets, commitments or ratings, and does not itself indicate the sustainability characteristics or performance of Pollen Street or any of its portfolio companies. Fees and/or donations may be paid to support these initiatives. and their inclusion does not constitute or imply any endorsement by, or of, the organisations named. Further information about each initiative is available at the websites linked above.

EDCI is a global private market initiative seeking to drive convergence around comparable sustainability metrics. Participating general partners pay a membership fee to EDCI and agree to report on a core set of sustainability metrics drawn from existing frameworks and utilizing a standardized format. For further information on the EDCI, see https://www.esgdc.org/.

Initiative Climat International or iCI (Initiative Climat International Association, incorporated in France) is a non-governmental industry initiative that brings together private equity firms committed to action on climate related risks and opportunities across their portfolios. No fee is paid for participation, which is voluntary and does not involve any reporting, processes, targets, commitments or ratings, and does not itself indicate the sustainability characteristics or performance of Pollen Street or any of its portfolio companies. For further information regarding Initiative Climat International, see https://collaborate.unpri.org/group/761/about.

PRI is an investor initiative in partnership with the UN Environmental Programme Finance Initiative and UN Global Compact and sets out six principles for responsible investment, offering a menu of possible actions for incorporating ESG issues into investment practice. Signatories pay an annual membership fee calculated based on AuM and publicly commit to demonstrate their commitment to responsible investment by agreeing to implement the principles and prepare an annual report. For details of the signatories, see https://www.unpri.org/signatories/signatory-resources/signatory-directory.

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