



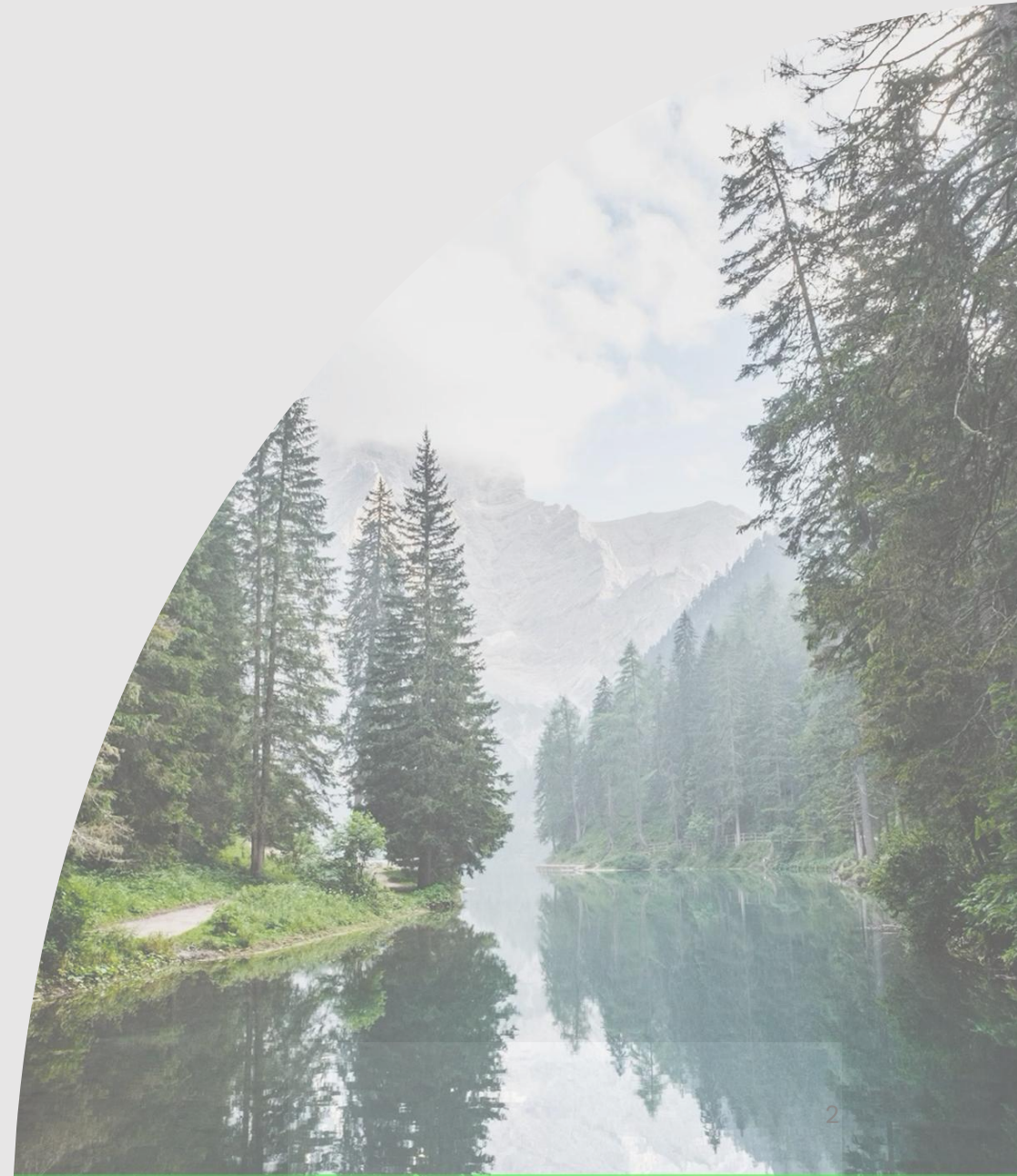
CEECAT Fund II Annual ESG Report

June 2026

Table of content

-
- 1 CEECAT's ESG Approach
 - 2 Executive Summary
 - 3 Consolidation of the Portfolio
 - 4 Perspectives for 2026
-

Appendices



1. CEECAT's ESG Approach



Foreword

CEECAT Capital is a small investment company, comprised of 12 seasoned professionals with extensive experience in investing in emerging markets. With primary offices in Istanbul, Bucharest, and Belgrade, we have been investing in Turkey and SE Europe since 2005 across a number of strategies, including Private Equity and Private Credit. In 2021, we raised CEECAT Fund II, targeted at growth buyout investments with majority control or minority with strong control rights. Key themes of the Fund are driven by the core convergence of this region with the more developed markets of Western Europe. The Fund targets small and medium-cap companies as they transition from family ownership, and we aim to build the platform for continued growth and development. The key foundations of this are good corporate governance, a focus on sustainable market practices, good corporate citizenship, and a strong sense of local community. The Fund is fully invested as of writing, making 9 investments across a number of sectors, including packaging, grocery retail, IT services, deep tech, and building materials. To date, the Fund has made one full exit and is in the final stages of an additional two exits.

We have demonstrated in our investments to date that with control, we are able to effect positive change in our communities through active management. Each of our investments must meet strict criteria—a willingness to effect change and an ability to execute this change. As well as standard financial, legal, and commercial due diligence, we conduct extensive due diligence on our key ESG goals—climate impact, inclusivity, and social responsibility. We do not seek to judge the past but rather examine how our investments can make positive changes in each of these areas. For each investment, we identify critical areas of change needed, both immediate and over time, and we develop plans to implement the changes we seek to make. Finally, we seek to buy in from management through incentive programs specifically targeted at achieving specific ESG goals.



Foreword

2025 was another year of great progress, with year-on-year improvement in every category of our key KPIs. What I am most positive about is the adoption of our ESG and sustainability goals across our portfolio companies as part of their everyday life. When we started to introduce ESG changes and KPIs, we faced some scepticism, in certain areas some obstruction, and a lack at times of some real understanding of how important our initiatives were, not just for the sake of the environment but also for overall value enhancement, messages we preached early on. Today, ESG is built into all of our companies. Some areas have been easier to implement, and some have been slightly harder or with longer lead times. When I look at the greatest progress this year, it has been in the area of environmental progress. Our companies have made big strides here. 63% of our companies have now conducted a full carbon assessment (up from 44% in 2024), and critically 100% of our companies have launched initiatives to reduce energy consumption. This is meaningful, especially when one looks at the growth profile. Of our companies in 2024. We are proving that we can grow whilst at the same time reducing our overall carbon footprint.

Last year, we spoke about the building blocks we put in place in 2023. 2025 is the fruition of this, and I believe we have now laid the foundation for meaningful and permanent long-term change. The principles of responsible growth are now firmly established across the portfolio, and we look forward to carrying this into Fund III.

Anthony Stalker

Partner



CEECAT's ESG Approach

Sustainability is a key part of our investment thesis at CEECAT Capital. ESG considerations are integrated into all stages of the investment process, from the initial screening process to the final exit.

In 2023, CEECAT Capital has further developed and enhanced its ESG Policy to align with the SFDR regulation. For CCL CEECAT Fund II SCSp ("CEECAT II" and/or "the Fund"), **CEECAT Capital has taken a further step and enhanced its accountability and dedication to sustainable growth by classifying this product as Article 8.** Since 2023, CEECAT II complies with SFDR Article 8 requirements in its reporting to its stakeholders.

CEECAT Fund II has adopted a **2-level strategy that aims to promote common characteristics** for all investments as well as specific characteristics per sector. The strategy encompasses strategic targets from a portfolio point of view and then drills down into targets based on sector considerations taking into account the specific circumstances of each company.

CEECAT Fund-level ESG objectives: a two-tier approach

Portfolio-wide objectives

Mitigating global warming by promoting initiatives to monitor and reduce greenhouse gas emissions

Ensuring a **better representation of women in governance bodies** by implementing diversity and gender policies

Promoting the involvement of portfolio companies in **local community development**

Sector-specific objectives

Manufacturing & industry

- Promote the use or production of renewable energy and improve energy efficiency
- Promote health & safety for employees and subcontractors

Healthcare

- Ensuring employee loyalty, satisfaction and retention through value-sharing
- Promote health & safety and well-being at work

Tech & Business Services

- Promote the integration of young employees and support their promotion
- Promote eco-responsible digital or green IT to reduce the social, economic and environmental footprint of digital processes

Consumer goods

- Improving the sustainability in purchasing (raw material sourcing, other purchases)
- Promoting the revaluation of products

Consumer services & retailers

- Promoting waste reduction
- Promote health & safety and well-being at work

CEECAT's Focus on ESG Topics

Mitigating Global Warming

- We aim to **promote change to mitigate and aid the problem of global warming through our investments.** Global warming is accelerated by the constant use and increase of fossil fuels and greenhouse gases.
- A healthier and cleaner planet is one of our top priorities. This will not only affect us but also generations to come. **Our goal is to reduce the carbon footprint of all portfolio companies and support them in establishing roadmaps to carbon neutrality.**
- With our continuous monitoring and reporting grid, we identify where each investment stands in terms of their emissions, and then establish areas for improvements for each of them

"Preserving the environment is a shared responsibility, especially in regions like Eastern Europe, where awareness is still unfolding. Through sustainable investment practices, we aim to leave a positive footprint, safeguarding the natural resources that are essential for the prosperity of future generations."

Promoting diversity

- **Ensuring better representation of women in governance bodies** by implementing diversity and gender policies **is one of our main priorities.** We are committed to the principle of equal pay for equal work, as well as a level playing field for all
- Our reporting grid directly addresses diversity and equal opportunity through relevant questions. **We make sure that each of our investments upholds those principles of fair and balanced proportion of men to women in the workplace,** ensuring representation of duly qualified women in managerial positions and the elimination of pay gaps that may exist
- We ensure that all our employees have equal opportunities to grow and develop on the job
- Women represent 50% of almost all societies. The achievement of gender neutrality can be one of the biggest drivers of growth in our region

"As we navigate the dynamic markets of Eastern Europe, we recognize the transformative power of empowering women in business. Our commitment to diversity not only drives better decision-making but also serves as a catalyst for positive change in societies where gender equality is an emerging frontier."

Social Responsibility

- Contribution to society is one of our core values. We believe that giving back to society is another way of making a positive impact to community.
- CEECAT Fund II **promotes the involvement of its portfolio companies in local communities' development** through their various initiatives.
- Our reporting grid has been designed to capture those social projects and initiatives, quantify their impact and guide the portfolio companies through best practices.

"Eastern Europe's progress presents us with a chance to uplift communities and create lasting social value. We are committed to actively investing in projects that strengthen the bond between our companies and their local communities, empowering those communities to thrive and prosper."

2. Executive Summary



ESG Reporting & Consolidation Scope

8

Portfolio companies

100%

of respondents

100%

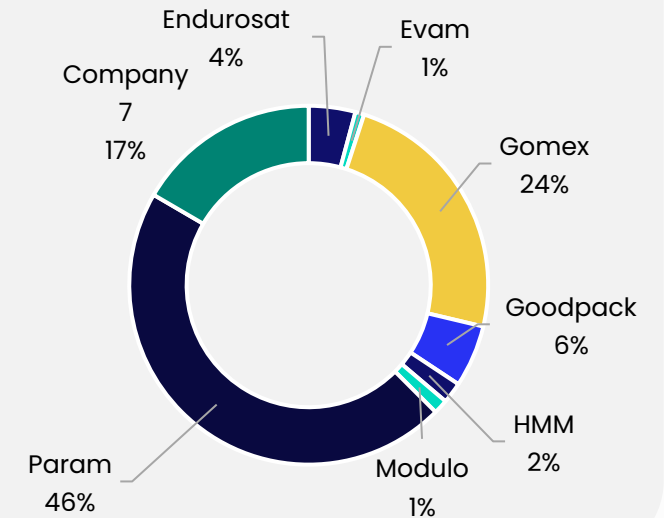
Interviews conducted with the companies' management teams

182

consolidated indicators at Fund level

Companies	Sector	Turnover in M€ (compared to 2024)	Employees (compared to 2024)	Location	Reporting perimeter
Endurosat	Manufacturing / Industry	36.6 (+62%)	305 (+50%)	Bulgaria	Entire company
Evam	Tech & Business Services	6.8 (+8%)	84 (+5%)	England	Entire company
Gomex	Consumer services / retail	207.4 (+5%)	2,634 (-6%)	Serbia	Entire company
Goodpack	Manufacturing / Industry	48.7 (-2%)	249 (-2%)	Bulgaria	Partial scope - Bulgaria
HMM	Manufacturing / Industry	16.5 (+22%)	303 (+5%)	Germany	Entire company
Modulo	Manufacturing / Industry	11.6 (-12%)	129 (-26%)	Romania	Entire company
Company 7	Tech & Business Services	144.9 (+27%)	470 (-3%)	Bulgaria	Partial scope - Bulgaria, N. Macedonia, Serbia & Croatia
Param	Tech & Business Services	401.2 (-14%)	283 (-1%)	Turkey	Partial scope - Turkey

Breakdown by revenue



Consolidation of data

The data presented on the following pages is the consolidated data at the level of the CEECAT Fund II, on all the responding portfolio companies for the financial year 2025 (over the year or as of 12/31).

They cover Environment, Social, and Governance topics.

2025 Highlights and Best Practices

Over the whole portfolio, **environmental performance has strengthened**, with increased implementation of key climate-related actions (carbon footprint assessments, mitigation initiatives, and the definition of short-term GHG reduction targets). **Governance and social practices have remained broadly stable** year-on-year, with the observed increase driven by the exit of La Cocos. For the future, 38% of portfolio companies report sustainability projects under development, while 63% have projects planned, indicating a strong pipeline of initiatives.

Governance



100% (100% in 2024)

of the portfolio companies have adopted Ethics & Anti-corruption policies



100% (89% in 2024)

of the portfolio companies have a dedicated ESG team, officer or identified ESG responsible



50% (44% in 2024)

of the portfolio companies have at least one independent board member

Social



75% (55% in 2024)

of the portfolio companies integrate diversity topics in their Board meetings



88% (67% in 2024)

of the portfolio companies have a Diversity & Inclusion policy



75% (78% in 2024)

of the portfolio companies track employee well-being through an annual satisfaction survey

Environment



75% (67% in 2024)

of the portfolio companies have adopted an environmental policy



63% (44% in 2024)

of the portfolio companies have conducted a carbon footprint assessment



100% (89% in 2024)

of the portfolio companies have launched initiatives to reduce energy consumption
(heat management, change in electricity equipment, etc.)

CEECAT Fund II is committed to portfolio-wide objectives

Sustainability is a key part of our investment thesis at CEECAT Capital. ESG considerations are integrated into all stages of the investment process, from the initial screening process to the final exit.

Mitigating global warming by promoting initiatives to monitor and reduce greenhouse gas emissions

9,736 TCO₂e

Scope: 5/8

Carbon footprint*

- As carbon footprint reporting continues to expand across the portfolio, companies may report different emissions scopes (Scope 1, 2 and 3) depending on reporting maturity and data availability.
- All portfolio companies have implemented initiatives to reduce their GHG emissions, including energy efficiency measures, fleet optimization, and other operational sustainability initiatives.
- As data quality improves over time, the accuracy and consistency of future reporting are expected to strengthen.

** Carbon footprint presented in accordance with the PAI methodology, meaning consolidated weighted by the amounts invested by Ceeecat.*

Ensuring a better representation of women in governance bodies by implementing diversity and gender policies

18%

Scope: 8/8

Women in governance bodies

- Women represented 18% of governance body members across the reporting scope, in line with the previous year.
- 5 out of 8 portfolio companies reported having at least one female board member (GoodPack, Modulo, Endurosat, Company 7 and HMM)
- All companies with female representation on their governance bodies have also implemented diversity-related initiatives, including diversity and inclusion policies, management-level diversity objectives, training to prevent gender bias, and programmes promoting higher education opportunities for women.

Promoting the involvement of portfolio companies in local community development

390 hours

Scope: 8/8

Dedicated to charitable activities and voluntary work

- Charitable and voluntary work hours increased from 290 hours in 2024 to 390 hours in 2025, demonstrating growing community engagement across the portfolio.
- 3 out of 8 portfolio companies reported charitable and voluntary work activities in 2025 (Gomex, Modulo and Company 7), compared to two companies in 2024 (Modulo and Company 7). The increase was primarily driven by Company 7, while Gomex contributed to broadening participation across the portfolio.

3. Consolidation of the Portfolio



ESG governance is maturing across the portfolio, with more formalization globally

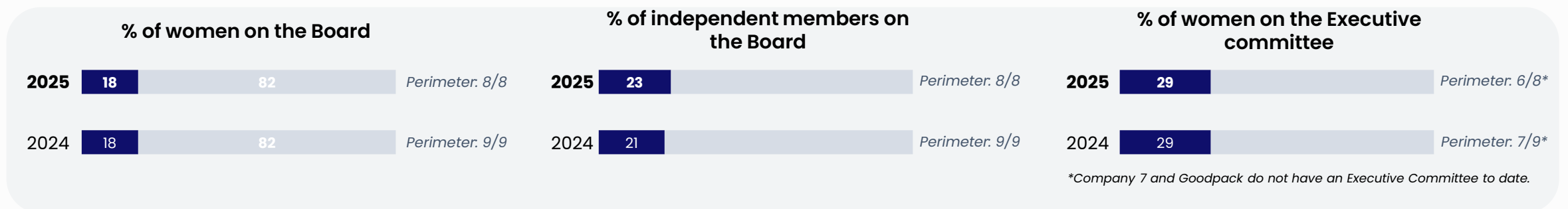
Indicators	Unit	2025 data	Perimeter	2024 data	Perimeter
Ethics and/or Anti-corruption policy	Share of "Yes"	100%	8/8	100%	9/9
Data privacy policy	Share of "Yes"	88%	8/8	89%	9/9
Dedicated team/person responsible for ESG	Share of "Yes"	63%	8/8	56%	9/9
Management of environmental risks at Board level and Senior management level	Share of "Yes"	75%	8/8	78%	9/9
Targets and report on SDGs (Sustainable Development Goals)	Share of "Yes"	75%	8/8	67%	9/9

Best Practices

- ✓ 6 companies discuss environmental risks in Board of Directors and Senior Management Team meetings.
- ✓ Evam holds ISO 27001 (Information Security Management System) & ISO 27034 (Information Technology) certifications.
- ✓ Company 7 holds ISO 37001 (anti-corruption management) and ISO 27701 (information security management) certifications and achieved 100% employee training coverage on anti-corruption practices in 2025.

Fund objective

Promoting diversity within governance bodies remains a key challenge across the portfolio



Contribution to the Fund's objectives

Social value creation embedded across the portfolio

HEALTH & SAFETY



All companies

have an **occupational health and safety** policy (as in 2024)

Perimeter: 8/8



All companies

monitor **work-related accidents** (as in 2024)

Perimeter: 8/8

LOCAL COMMUNITY DEVELOPMENT

Fund objective



88%

have donated to **social projects** (100% in 2024)

Perimeter: 8/8



390 hours

were dedicated to **charitable activities** and voluntary work (290 hours in 2024)

Perimeter: 8/8



All companies

have used **local service providers** and suppliers (as in 2024)

Perimeter: 8/8



75%

of companies have **employed trainees** from schools in the **region** (56% in 2024)

Perimeter: 8/8

Contribution to the Fund's objectives

PROFIT SHARING & WELL-BEING AT WORK



100%

of companies have implemented one or several of social benefit mechanisms (value-sharing mechanisms, Health insurance, car leasing, etc.)

(77% in 2024)

Perimeter: 8/8



75%

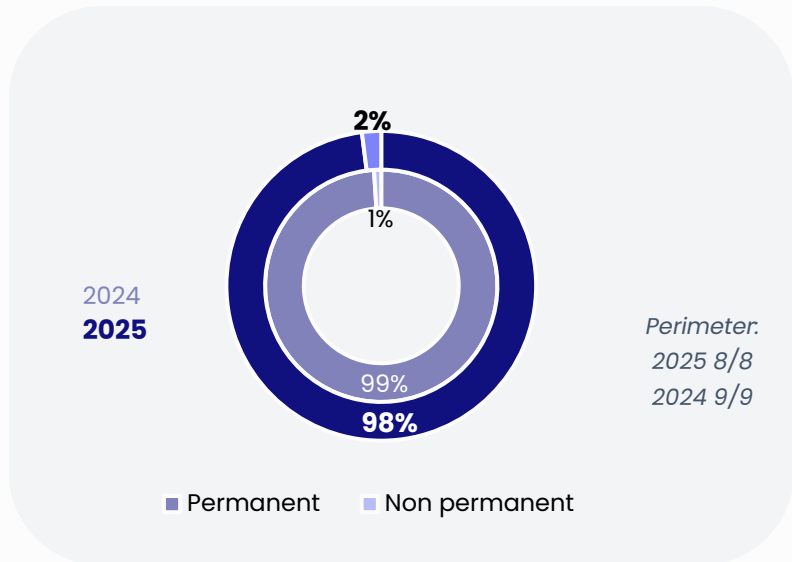
of companies conducted an employee satisfaction surveys

(78% in 2024)

Perimeter: 8/8

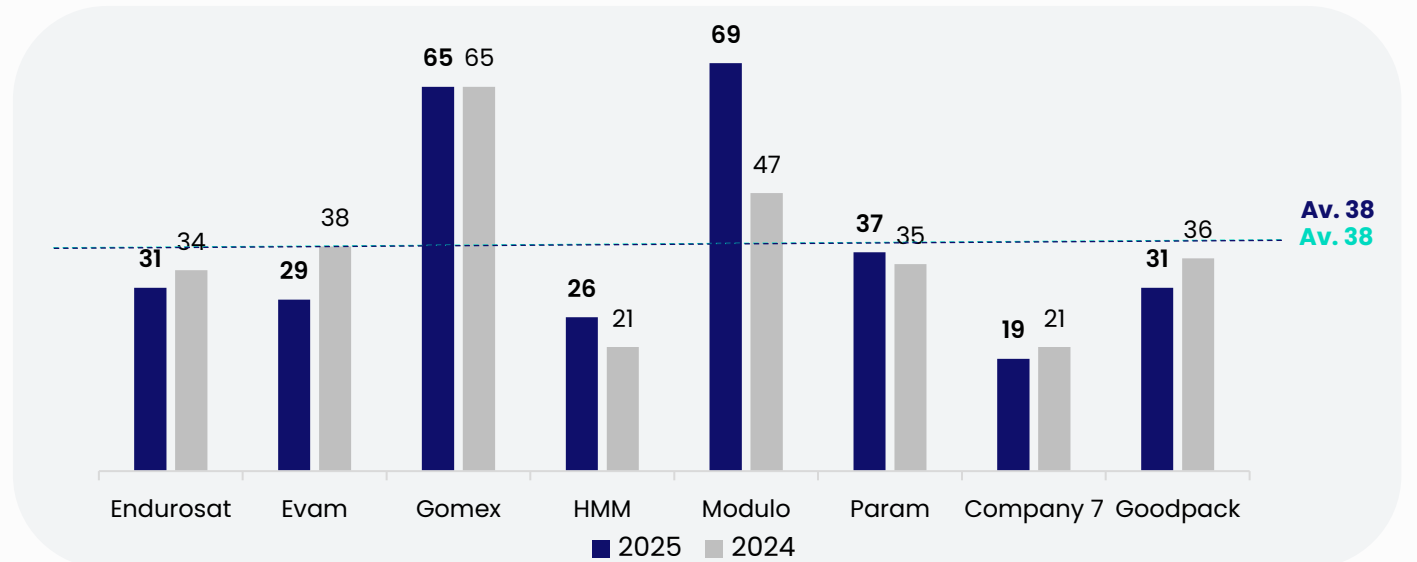
A predominantly permanent workforce, with turnover driven by sector-specific dynamics

Breakdown by type of contract



Employee turnover * (%)

Over the year



*The formula used to calculate the turnover is: (Hirings + Departures) / 2 / total number of employees * 100

Comments

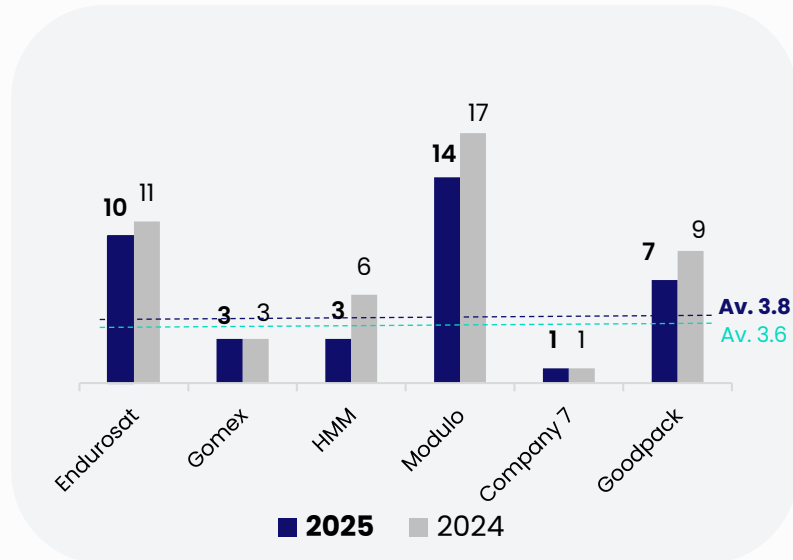
- The workforce reported is composed of permanent and temporary employees. Interim workers are not included in the reporting perimeter.
- In response to fiscal pressure and market uncertainty, Modulo adjusted its workforce through natural attrition rather than redundancies, supporting the transition from three to two production shifts.
- Gomex's high turnover is attributable to the retail sector and the prevalence of short-term contracts and was further influenced in 2025 by the restructuring of its store network, including the closure of 40 stores and the opening of 20 new ones.

— Average portfolio performance in 2024 (9/9), including La Cocos
 — Average portfolio performance in 2025 (8/8)

Health & safety performance remains robust across the portfolio

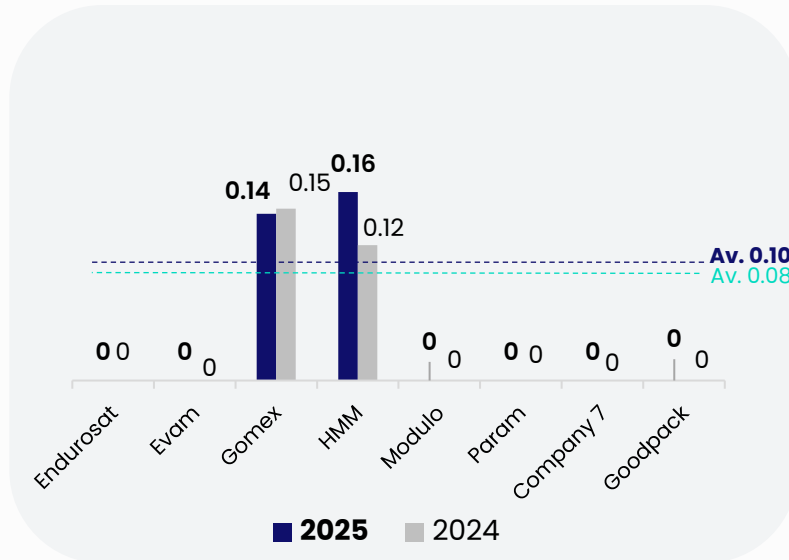
Absenteeism rate (%)

Over the year



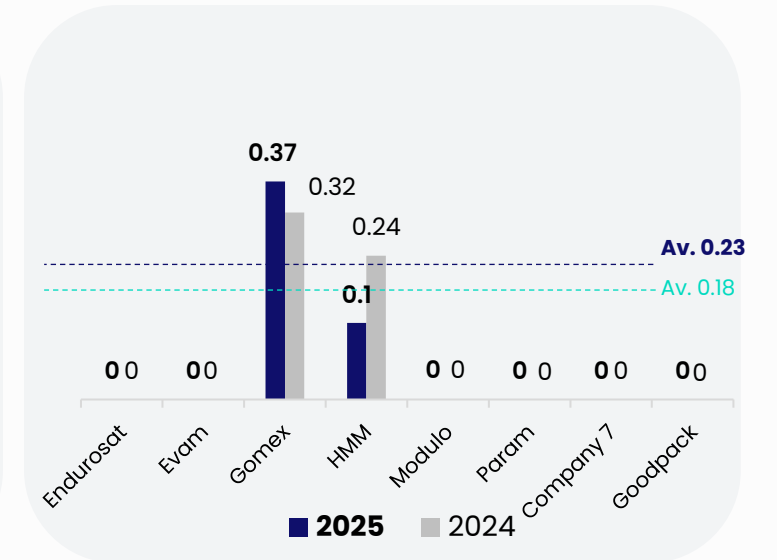
Accident frequency rate

Over the year



Accident severity rate

Over the year



Comments

- Gomex recorded a slight increase in its accident severity rate, while having reinforced workplace safety through OHS training for new employees and warehouse staff, updated safety instructions, enhanced supervision, and employee involvement in personal protective equipment selection.
- Following a vehicle-related workplace incident, HMM strengthened on-site traffic management measures and employee awareness regarding vehicle circulation areas.
- Evam and Param do not currently track absenteeism rate.
- No fatal accidents were reported across the Group across the portfolio.

2 companies
(3 in 2024)



have reported accidents

* The average absenteeism rate is calculated as the mean of company-level rates, as not all companies were able to report hours of absence, only a consolidated absenteeism rate. The 2023 figure was recalculated using this method, replacing the previously used weighted average.

— Average portfolio performance in 2024 (9/9), including La Cocos
— Average portfolio performance in 2025 (8/8)

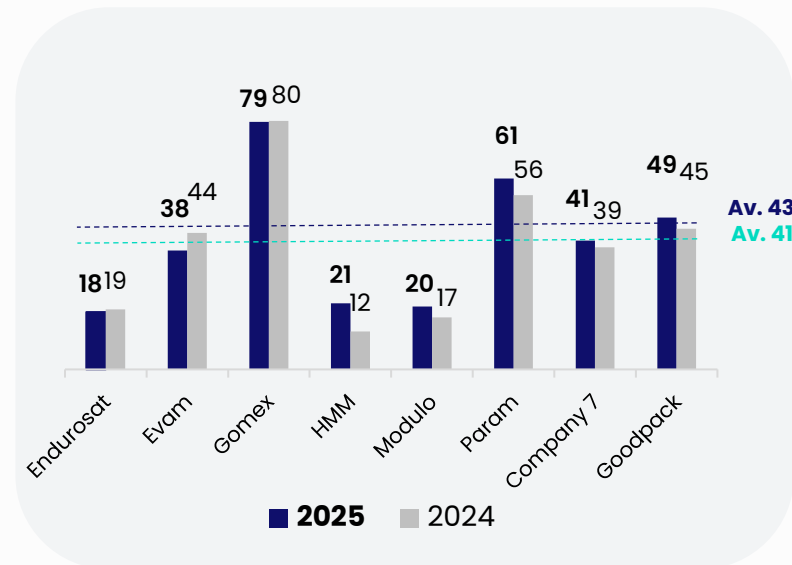
Gender diversity improves across the portfolio despite structural sector constraints

PROMOTING DIVERSITY

Fund objective

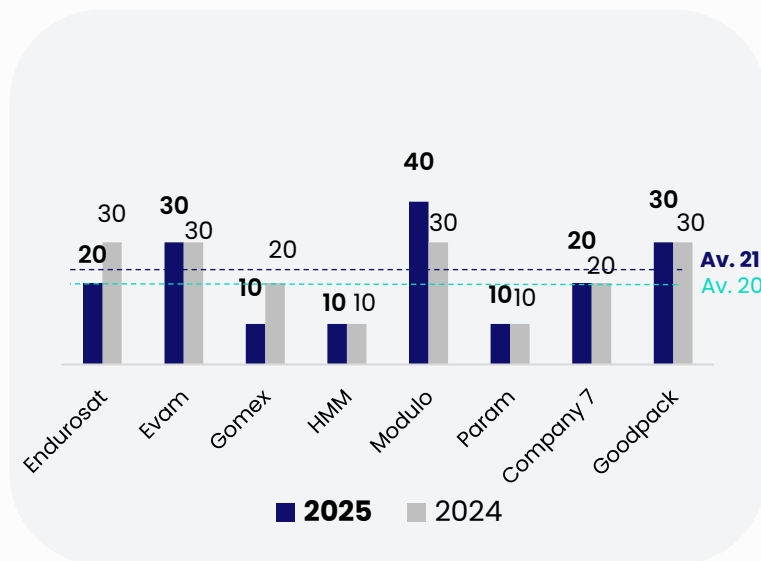
Female employees (%)

Over the year



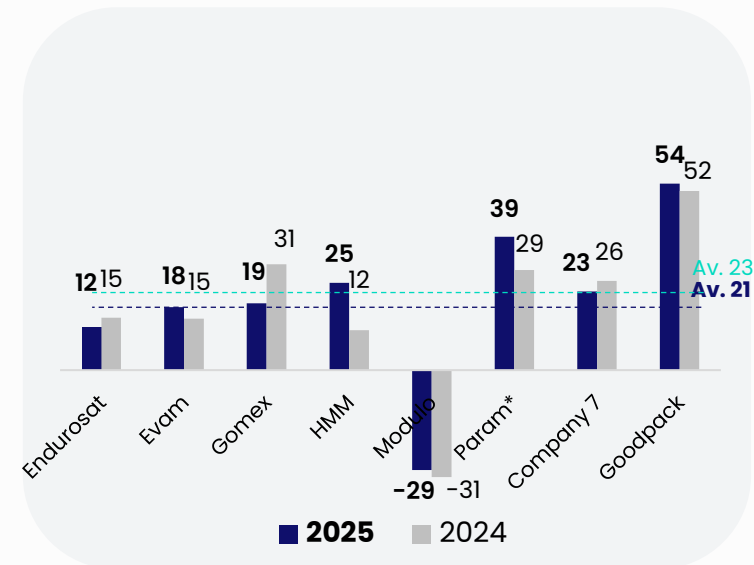
Women in the 10 highest paid profiles (%)

Over the year



Unadjusted gender pay gap* (%)

Over the year



*The increase in Param's unadjusted gender pay gap is mainly driven by workforce composition and seniority differences.

75% of companies** have implemented **policies to promote diversity** at the management level (67% in 2024)

63% of companies** organize trainings to avoid **gender bias** in recruitment (44% in 2024)

75% of companies** have integrated **diversity topics in Board meetings** (56% in 2024)

75% of companies** have implemented **long term plans** to promote **diversity** (67% in 2024)

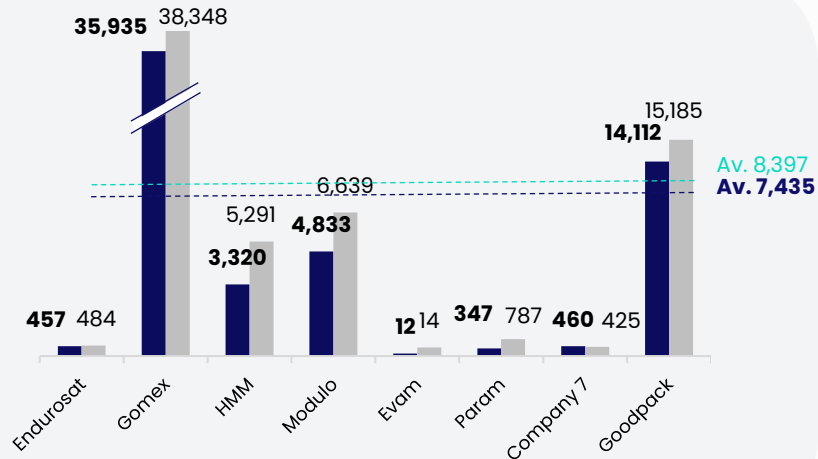
Contribution to the Fund's objectives

- Average portfolio performance in 2024 (9/9), including La Cocos
- Average portfolio performance in 2025 (8/8)

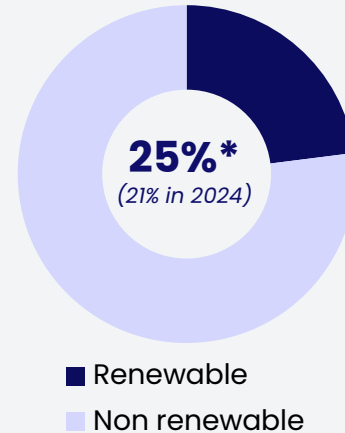
*Please refer to the report's annex for additional information on calculation methodology
 ** out of 8 companies

Four companies account for 97% of energy consumption, driving the portfolio's transition priorities

Energy consumption (MWh)



Renewable energy consumption (%)



* The reported figure reflects the average renewable energy share across portfolio companies

Comments

Energy consumption includes electricity, diesel, natural gas consumption, gasoline, propane, butane, fuel oil, heating, refrigerant, and gas leaks.

Best Practices

- ✓ **HMM** commissioned a **solar energy system** generating 47 MWh of renewable electricity and marking a step in its transition towards renewable energy. The company is assessing a **second solar power plant project** for 2026.
- ✓ **Goodpack** strengthened its energy transition efforts through photovoltaic installations and has set a target to achieve **100% renewable electricity consumption by 2030**, alongside a 50% electrification target for its van fleet.

— Average portfolio performance in 2024 (9/9), including La Cocos
 — Average portfolio performance in 2025 (8/8)

Indicators	Unit	2025 data	Perimeter	2024 data	Perimeter
Sustainability and / or Environmental policy	Share of "Yes"	88%	8/8	78%	9/9
Initiatives to reduce energy consumption	Share of "Yes"	100%	8/8	89%	9/9
Waste sorting policy	Share of "Yes"	88%	8/8	78%	9/9
Activities negatively affecting biodiversity sensitive areas	Share of "No"	100%	8/8	100%	8/9

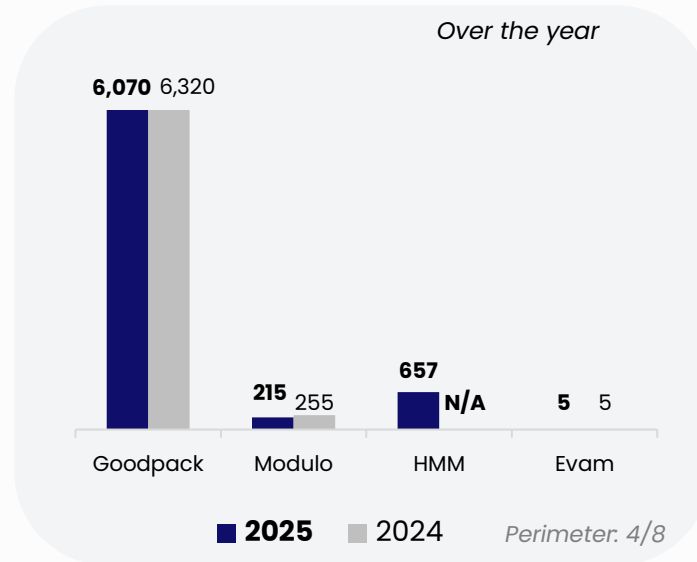
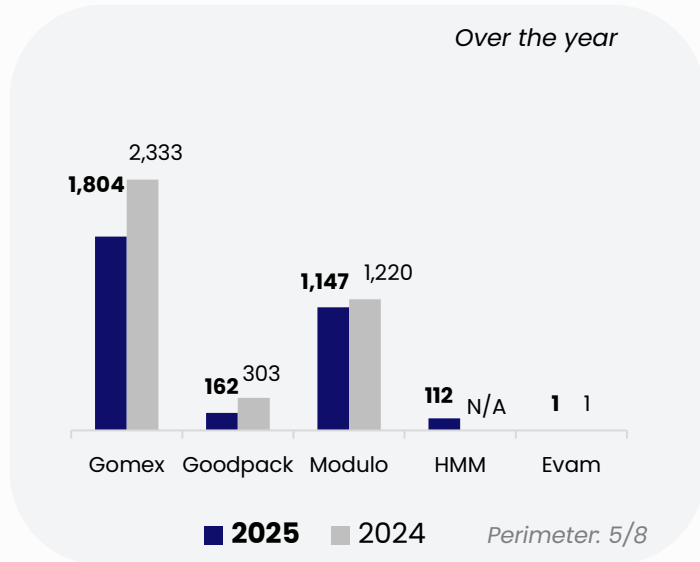
Carbon reporting is progressing, while decarbonisation efforts remain at an early stage

MITIGATE CLIMATE CHANGE

Fund objective

GHG emissions – Scope 1 (tCO2e)

GHG emissions – Scope 2 (tCO2e)



Comments

- Only four companies reported Scope 1 and Scope 2 emissions.
- HMM and EVAM also reported Scope 3 emissions, amounting to 5,840 and 88 tCO2e, respectively.

Best Practices

- ✓ **Modulo** has already achieved a **-23%** reduction in CO₂ intensity between **2021 and 2024** and targets a further **35% reduction by 2030** through a structured decarbonization plan.
- ✓ **EVAM** established a GHG reduction target based on a 2024 baseline covering **Scope 1, Scope 2 and material Scope 3** emissions, supported by regular KPI monitoring.

INDICATORS	UNIT	CONSOLIDATED VALUE 2025	PERIMETER 2025	CONSOLIDATED VALUE 2024	PERIMETER 2024
Activities negatively affecting biodiversity sensitive areas	Share of "Yes"	0%	8/8	0%	8/9
Carbon footprint assessment	Share of "Yes"	63%	8/8	44%	9/9
Initiatives to reduce GHG emissions	Share of "Yes"	100%	8/8	78%	9/9

4. Perspectives for 2026



Perspectives for 2026

It feels like every year throws new challenges, and that is fine. We come to expect this. However, there is one underlying challenge that, from an ESG point of view, we need to manage very carefully, and that is inflation. Inflation generally worsens wealth distribution. It impacts less wealthy nations and people disproportionately, and as such, it makes it harder to convince people to take a longer-term view. We see this everywhere. It may be easy to point a finger at the President of the United States, but he represents the feelings of those who elected him. This is a challenge we need to really understand and adapt our message accordingly. We need to find ways to achieve global goals whilst acknowledging the pressures that ordinary people are under. To date, we have seen this pressure rise with the current conflict in the Middle East, which has seen the price of oil rise substantially. This impacts everyone, immediately, whether at the pump or in the supermarket. So, we have to think about how we can persuade people to make long-term changes. My personal fear is that government edicts do not work and that politicians do not share a long-term vision of change or have a consistent message that people will accept. The net-zero policies of many current governments do not reflect a reality that many can live with, and unless we can carry people, change simply will not happen.

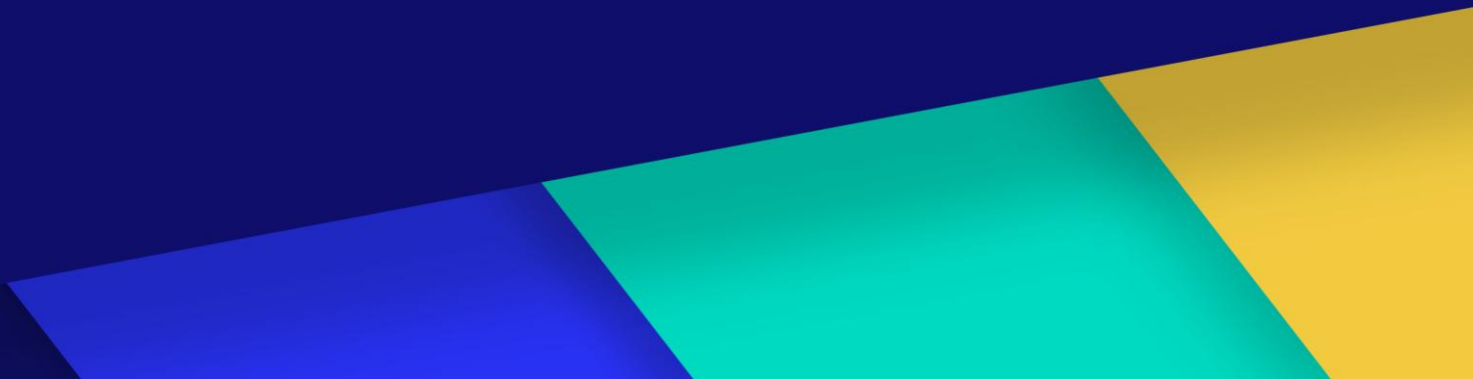
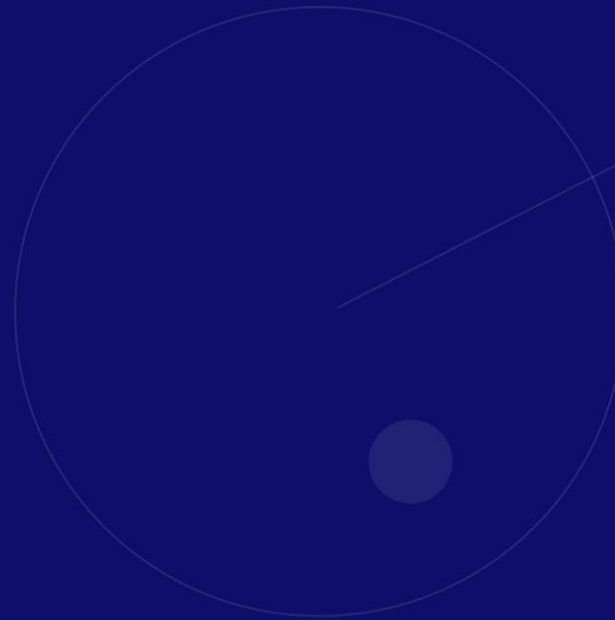
What can we do about this? We can continue to drive micro change in what we can influence in a sensible way that demonstrates that responsible governance across ALL aspects of our businesses creates value. This is the best way to effect change – show that change drives value creation. I believe we are doing this, and I believe that we can continue to drive this message forward.

Thank you

Anthony Stalker

Partner

Appendices



Campaign schedule



Description of the Analysis Grid

CEECAT Capital's portfolio companies responded to an ESG questionnaire containing **176 common indicators and 17 specific indicators.**

The ESG questionnaire is composed of quantitative, qualitative, yes / no and MCQ indicators and covers 3 main topics: governance, environment and social



Governance

- › Board diversity
- › Board independence
- › Business ethics
- › Data privacy
- › Sustainability governance
- › Disclosure practices
- › EU Taxonomy
- › External assurance
- › Sustainable purchasing



Social

- › Employees
- › Age breakdown
- › Executive pay ratio
- › Gender Pay Ratio
- › Gender Diversity
- › Hires and leavers
- › Compensation & Benefits
- › Social policies
- › Health and safety
- › Training
- › Social projects
- › Local development



Environment

- › Biodiversity
- › Environmental operations
- › GHG Emissions
- › Energy
- › Water usage
- › Waste management
- › Sustainable digital practices

Sustainability Accounting Standards Board



The Sustainability Accounting Standards Board is a US not-for-profit organization engaged in the development and dissemination of accounting standards for ESG and sustainable development.

Founded in 2011, SASB offers a benchmark of more than 195 ESG stakes spread over 77 business sectors and classified, sector by sector, according to their degree of materiality.

To establish its standards in terms of information to be provided on sustainable development, the SASB takes into account the following five dimensions : environment; share capital; human capital; innovation and business model; leadership and governance.

Environment

- GHG Emissions
- Air Quality
- Energy Management
- Water & Wastewater Management
- Waste & Hazardous Materials Management
- Ecological Impacts

Leadership & Governance

- Business Ethics
- Competitive Behavior
- Management of the Legal & Regulatory Environment
- Critical Incident Risk Management
- Systemic Risk Management



Business Model & Innovation

- Product Design & Lifecycle Management
- Business Model Resilience
- Supply Chain Management
- Materials Sourcing & Efficiency
- Physical Impacts of Climate Change

Social Capital

- Human Rights & Community Relations
- Customer Privacy
- Data Security
- Access & Affordability
- Product Quality & Safety
- Customer Welfare
- Selling Practices & Product Labeling

Human Capital

- Labor Practices
- Employee Health & Safety
- Employee Engagement, Diversity & Inclusion

Sustainability Accounting Standards Board

→ Some ratios are automatically calculated based on the data reported by the portfolio companies. The formulas used are presented below. These formulas may differ from the formulas used internally by the portfolio companies but are used to standardize the computation rule in order to compare and consolidate the data.

Absenteeism rate

- ✓ - $100 * \text{Number of hours of absence} / \text{Number of theoretical annual hours worked}$

Turnover ratio

- ✓ - $100 * (\text{Number of hires} + \text{Number of departures}) / 2 / \text{Total employees}$

Accident frequency rate

- ✓ - $1,000,000 * \text{Number of work accidents with lost time} / \text{Number of theoretical annual hours worked}$

Accident severity rate

- ✓ - $1,000 * \text{Number of lost days due to a work accident} / \text{Number of theoretical annual hours worked}$

Unadjusted gender pay gap

- ✓ - $100 * (\text{Gross hourly earnings of men} - \text{Gross hourly earnings of women}) / \text{Gross hourly earnings of men}$