

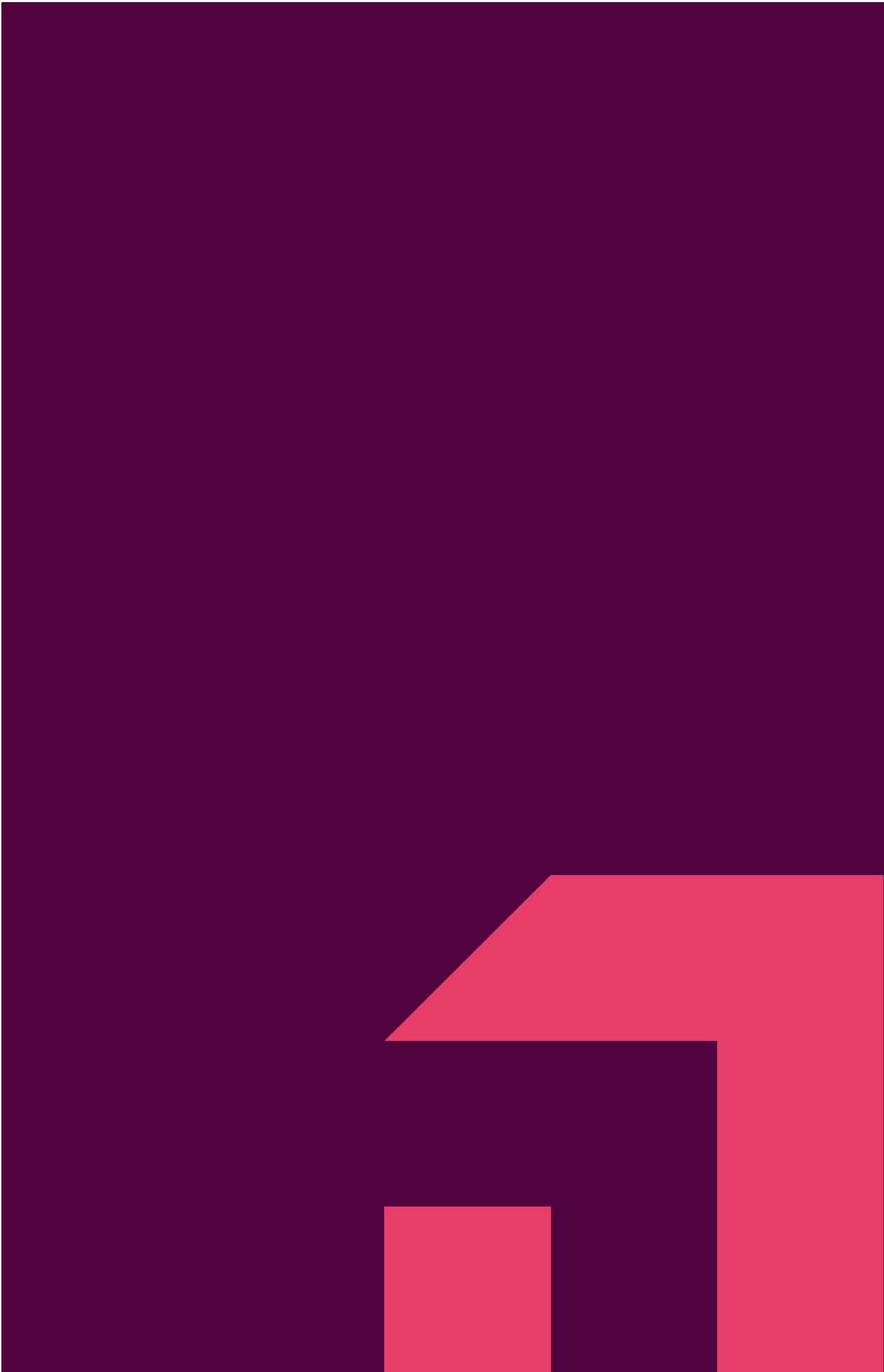


TCFD Report 2025



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The Task Force on Climate-related Financial Disclosures

The Task Force on Climate-related Financial Disclosures (“TCFD”) provides a framework for reporting on climate-related risks and opportunities, to provide decision-useful, consistent climate-related information to stakeholders. The disclosure framework is structured around four thematic areas that represent core elements of how organisations operate: governance, strategy, risk management, and metrics and targets.

These four overarching recommendations are supported by key climate-related financial disclosures that build out the framework with information that will help understand how organisations think about and assess climate-related risks and opportunities.

TCFD FRAMEWORK



Governance

Disclose the organisation’s governance around climate-related risks and opportunities.



Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy and financial planning, where such information is material.



Risk Management

Disclose how the organisation identifies, assesses and manages climate-related risks.



Metrics & Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.

Our TCFD disclosures: compliance statement

Montagu Private Equity LLP (“Montagu” or “we”) is authorised and regulated by the United Kingdom Financial Conduct Authority (the “FCA”). This report is published by Montagu in compliance with the requirements of the FCA’s Environmental, Social and Governance sourcebook (“ESG sourcebook”). The provisions in the ESG sourcebook require certain regulated entities to publish information in line with the recommendations of the Task Force on Climate-Related Financial Disclosures.

The following pages constitute Montagu’s disclosure for the period ending 31 December 2025. The disclosures are based on information covering the period 1 January – 31 December 2025 and comply with the requirements under chapter 2 of the ESG sourcebook. Any information provided by portfolio companies in funds managed or advised by Montagu (each a “Portfolio Company” and collectively the “Portfolio Companies”), including GHG emissions, has been self-reported and has not been formally verified by Montagu. This document is provided for information purposes only, and is not an offer to sell or solicit any offer of securities in any fund or other vehicle managed or advised by Montagu.



Montagu’s climate strategy

As outlined in our Responsible Investment Policy, Montagu believes that climate action is not only a responsibility for any business, but that failure to address the exposure to climate change can add risk to any investment. There may also be opportunities for positive returns from reduction in carbon emissions and from investment in activities that will benefit from the transition to a carbon neutral economy.

As part of making our investment and portfolio management decisions we consider:

- the physical risks of climate change;
- transitional climate risks and opportunities;
- impact on climate from the greenhouse gas emissions, both direct and indirect, of the Portfolio Companies the funds managed or advised by us (each a “Fund”) invest in

In line with the Paris Agreement, Montagu is committed to a plan for carbon emissions reductions consistent with limiting global warming to well-below two degrees Celsius above pre-industrial levels. In 2022, Montagu’s emissions reduction targets for its operations and investments received validation by the Science Based Targets initiative.

Montagu engages with all our Portfolio Companies to assess their climate risk and engage on material matters relating to climate and emissions. Each Portfolio Company is asked annually to disclose their greenhouse gas emissions and, where available, reduction plans. We publish the results annually in our Responsibility Report and within this TCFD report.

Where reasonably practicable, we will continue to develop metrics to inform decisions and drive progress in this area.

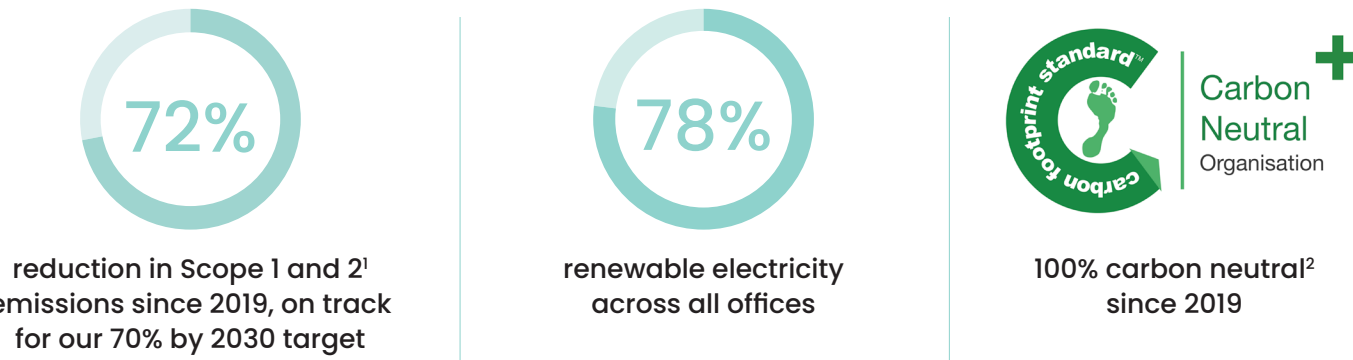
PROGRESS DURING 2025

- Progressed our science-based target at firm and portfolio level.
- Launched new Carbon Reporting Toolkit to support Portfolio Companies with improved emissions reporting.
- Held in-person workshops on decarbonisation and climate risk as part of our Sustainability and Governance, Risk and Compliance Forums.
- Introduced monthly ‘Climate Coffees’ for the Sustainability Connect Community to encourage knowledge and resource sharing among portfolio companies.
- Supported new Portfolio Companies to measure their carbon footprint, and where necessary, develop climate policies and decarbonisation plans.

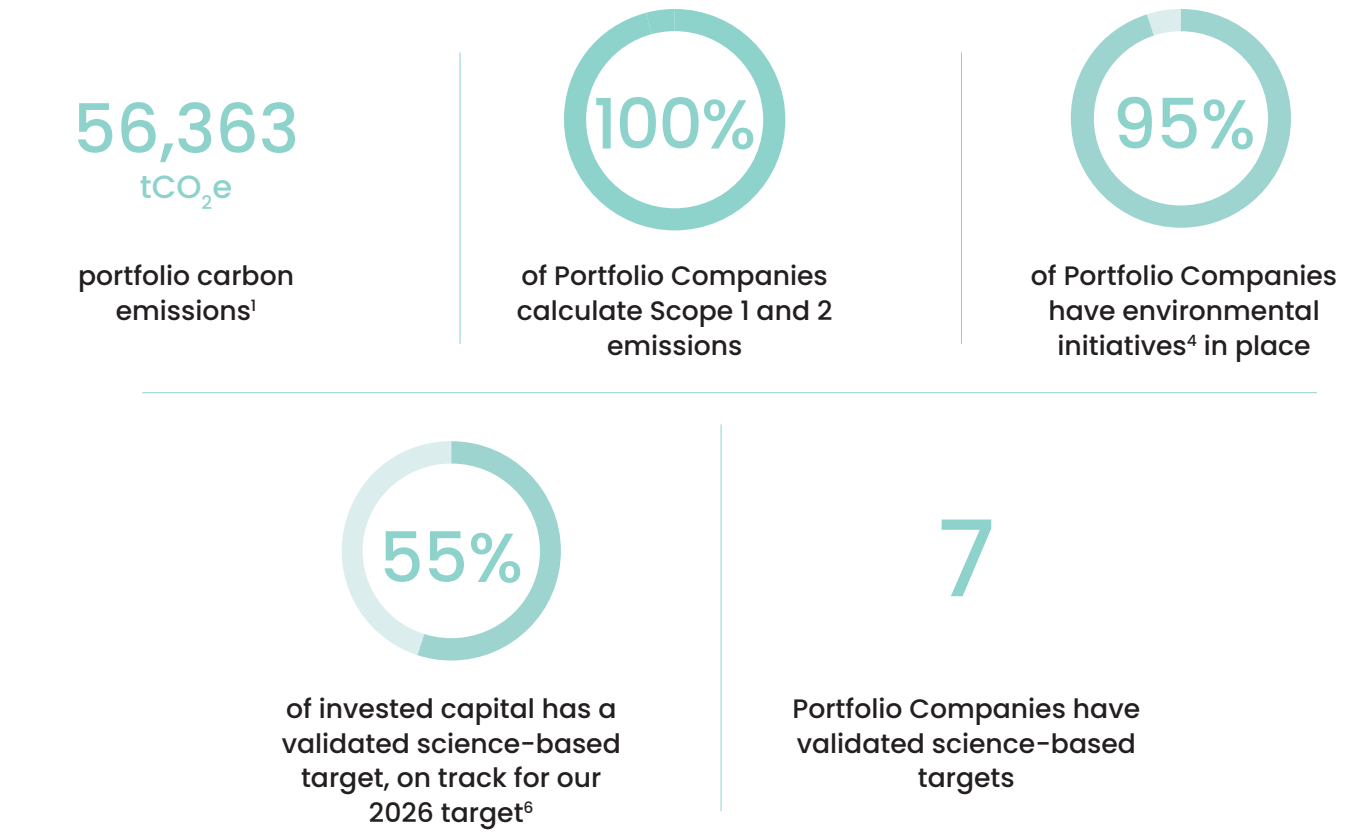
PRIORITIES FOR 2026

- Continue to progress our science-based target at firm and portfolio level through governed external engagement.
- Provide companies with support and training to navigate the changes to the SBTi Corporate Net Zero Standard.
- Support companies to drive progress against their own decarbonisation targets.
- Continue to support Portfolio Companies in preparing for regulatory climate reporting requirements.
- Support companies in their communication of climate data and decarbonisation plans.

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PORTFOLIO³



¹ Calculated based on Scope 1 and 2 (market-based). Prepared in line with the ICI and ERM Greenhouse Gas Accounting and Reporting Guide for the Private Equity Sector (2022).

² Excludes financed emissions

³ These metrics cover all Portfolio Companies across all active Montagu Funds (Montagu IV, Montagu V, Montagu VI, Montagu VII, Montagu+, and Montagu+2) as of 31 December 2025.

This includes GHG emissions reduction initiatives and energy, waste and water management programmes

Governance

The governance of climate-related risks and opportunities is embedded into Montagu’s overarching governance structure, providing oversight of ESG implementation, at a firm, Fund and Portfolio Company level. The Board has ultimate responsibility for delivering against our ESG strategy and delegates implementation to the ESG Committee and other formal decision-making processes and forums. Management responsibility for the climate strategy is delegated to the Partner responsible for Governance and Risk, who is supported by the wider ESG team, and works closely with investment teams to manage climate-related risks and opportunities.

BOARD OVERSIGHT

The Board oversees progress on the implementation of Montagu’s ESG approach (including climate) at each Portfolio Company and on an operational level, as well as climate-related material risks that arise.

The Montagu ESG team facilitates ESG reporting to the Montagu LLP board, as a mandatory agenda item for every board meeting, which happen at least 6 times a year. Pertinent data and insights are provided, including a summary of progress against our public and regulatory commitments and targets, as well as any risks and incidents material to Montagu or the funds.

Additional climate-related agenda items are brought for discussion at meetings of the Board on an ad hoc basis. Annual training on climate is provided to Board members to equip them with the knowledge and understanding to adequately manage climate risks and opportunities. Where relevant, climate risks and opportunities are taken into account in broader strategic planning, e.g. Montagu VII promotes environmental and social characteristics for the purpose of disclosures made in accordance with Article 8 of the EU SFDR.

Tim Cochrane is the designated Partner and Board member responsible for the ESG programme, including climate change, and chairs the ESG Committee. The ESG Committee, is responsible for the approval and oversight of Montagu’s approach to climate change, including Montagu’s climate policy, strategy and target.

The following sub-committees of the Board consider ESG and climate-related issues as part of their responsibilities, including risk management, policy approval and investment decision-making:

- Legal, Risk and Compliance Committee;
- Investment Committee;
- Portfolio Committee.

Please see the diagram on the following page for details of individual committee roles in the oversight and monitoring of climate-related risks and opportunities across Montagu operations, our Funds and our Portfolio Companies.

The formal governance processes and operational activity is underpinned by our Responsible Investment Policy, which includes a Climate Action Policy statement. This outlines how we integrate the identification and management of climate risks and opportunities across the investment lifecycle. It applies to all Funds.

The Responsible Investment Policy was last updated in December 2025, and sets out the activities required to identify, deliver and report on ESG risks and opportunities, including climate, across the lifecycle of investments, and how governance is applied. The policy is approved at the ESG Committee on behalf of the Board and can be found on the Montagu website.

MANAGEMENT RESPONSIBILITY

Management responsibility for the Montagu climate strategy is delegated to the Partner responsible for Governance and Risk, who reports to the Chair of the ESG Committee and designated Board member responsible for the ESG programme, including climate change.

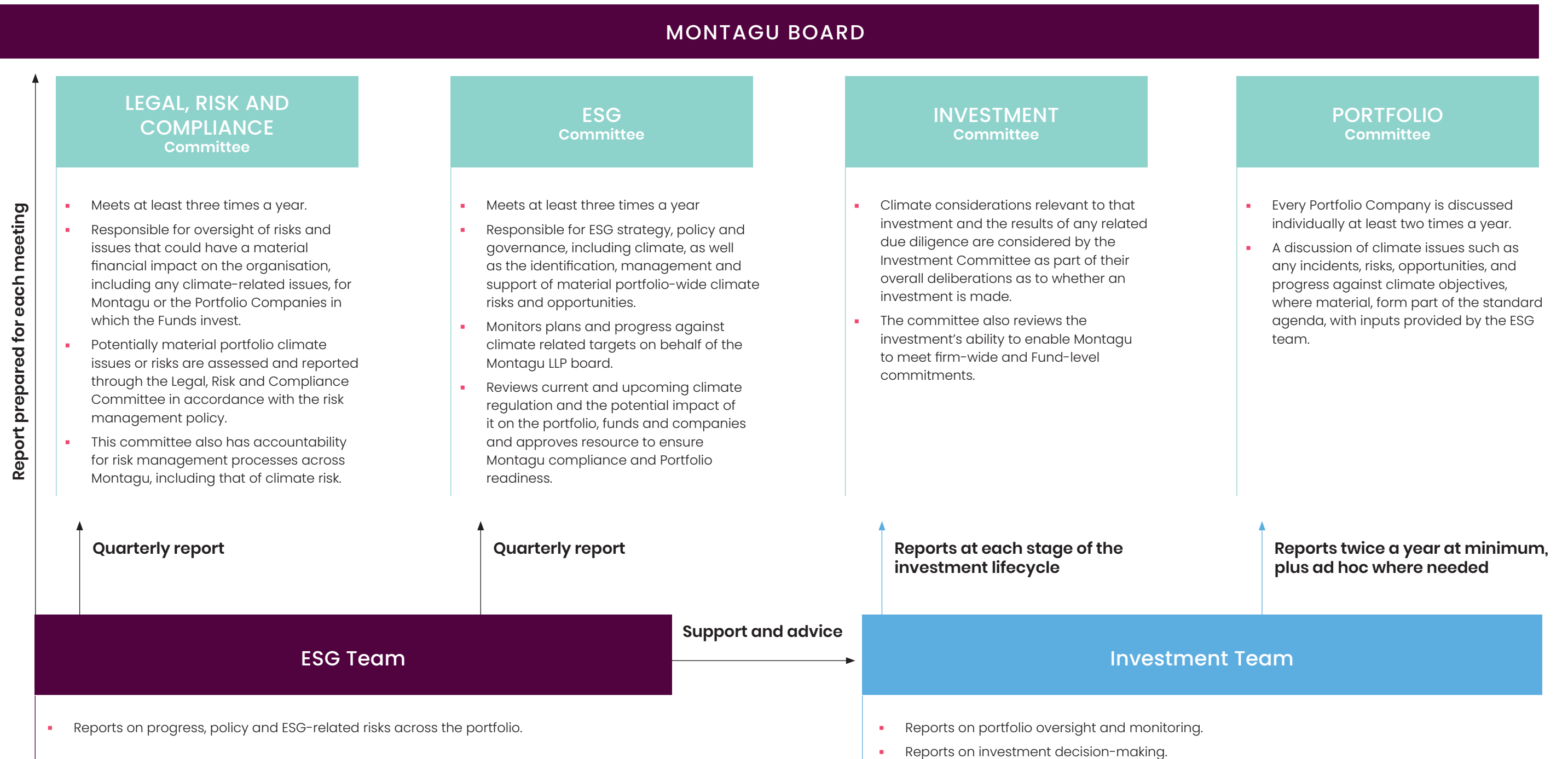
Operational accountability for integration of climate-related risks and opportunities across the investment process is the responsibility of the Investment Team, supported by the ESG team. ESG training is provided for the investment team, at least on an annual basis, to equip them with the necessary knowledge and resources to support the management of climate-related risks and opportunities.

The ESG team is informed about and monitors climate-related matters through

- the annual ESG questionnaire, which includes GHG emissions reporting requirements as well as questions on decarbonisation strategy and targets, and the status of a physical and transition climate risk assessment;
- engagement directly with Portfolio Companies, including through our dedicated portfolio-wide communities (Sustainability Connect and Governance, Risks and Compliance (GRC) Connect).

The climate risk scenario analysis completed in 2023 has been updated and continues to enhance our understanding of climate-related risks and opportunities across the portfolio.

Governance





Strategy

Climate change poses a significant risk to the global economy. As an investor, we recognise our duty to systematically manage climate risks in our business, including in our portfolio.

UNDERSTANDING OUR CLIMATE-RELATED RISKS AND OPPORTUNITIES AND OUR INVESTMENT STRATEGY RESILIENCE

Climate-related risk, opportunity and impact identification, assessment and management are integrated into each stage of the investment lifecycle, from due diligence, through to ownership and exit. We consider whether climate-related risks may pose a material financial impact on the organisation , any opportunities that investments may have, their resilience to climate change events, and their ability to commit to emission reduction targets as part of our due diligence processes. Throughout the ownership period, we engage with companies to help identify and manage climate-related risks and opportunities, where necessary. For further details on Montagu’s climate-related risks and opportunity identification process, please refer to the “Risk Management” section of this report.

Scenario analysis: our process

In 2023, we conducted a climate risk scenario analysis exercise with the support of third-party experts, to help us better understand our exposure to climate risks across our portfolio and within the Funds. We assessed the likelihood of potential financial impacts from physical and transition risks on the valuation of our Portfolio Companies by 2030 (i.e. in the short-term), in line with our investment horizon. As part of this, we acknowledged that medium-term (2030-2050) and long-term (2050 onwards) climate risks may impact valuations before the underlying risks materialise.

We evaluated climate risk impacts under the following scenarios:

SCENARIO	DESCRIPTION
2 degrees – orderly transition (SSPI-2.6)	Assumes higher transition risk as economies transition to net zero and potentially lower physical risk.
4 degrees – hothouse world (SSP5-8.5)	Assumes no transition risk as economies continue on a business-as-usual trajectory, and higher physical risk.
2 degrees – disorderly transition	Assumes higher transition risk than 2°C orderly transition, due to policies being delayed or divergent across countries and sectors.

For each Portfolio Company, aggregated physical risk scores were calculated based on: (i) the severity of climate perils in the location (based on CMIP6 data from the World Bank’s Climate Change Knowledge Portal). This was used to assess the effects of climate change on each location provided; (ii) the vulnerability and adaptive capacity of the location (based on ND-Gain data); and (iii) the vulnerability of the industry group’s activities to financial loss from acute and chronic climate events.

The aggregated transition risk scores were calculated based on (i) a country’s transition performance; (ii) a country’s transition readiness; and (iii) the transition risk of the industry group that the company lies in. Risks were considered under both an orderly and disorderly transition, as per the Network for Greening the Financial System (NGFS) scenarios, at a sector level.

Using data on Portfolio Company sector and locations (including operations, data centres and core supply chain), an initial heatmap of inherent physical and transition risk ratings across Montagu’s portfolio under the above scenarios was developed. The analysis of transition risk was supplemented with a qualitative sector impact pathway analysis to better understand the potential indicative financial impacts for our companies of each category of transition risk.

The resulting climate risk scenario analysis was adjusted with internal insights on Portfolio Company business models and risk management activities to develop a revised heatmap that reflects residual material physical and transition climate risk ratings across the portfolio. Risks were considered to be material where there is the potential for impact on the balance sheet exceeding 15% of business turnover.

In 2025 we reviewed and updated the results of the 2023 assessment to reflect any changes in climate risk exposure of existing Portfolio Companies, as well as to assess the physical and transitional risks for any new investments made since the initial assessment was completed. The approach for the assessment remained the same.

Scenario analysis: the findings

The results of our scenario analysis exercise confirmed that our Portfolio as a whole is not at significant risk of physical climate events or of adverse impacts from the transition to a low-carbon economy, by virtue of our investment strategy. While some Portfolio Companies may be exposed to physical risks at individual sites, any potential business continuity impacts will not materially impact the organisations as a whole and therefore do not pose a material risk at a Fund level.

Physical climate risks

Our analysis concluded that Montagu’s physical climate risk is low in a significant majority of the portfolio, due to the low vulnerability of the activities in both own operations and supply chains to potential acute and/or chronic physical climate risks. While we have a small number of businesses with operations in regions with the potential for exposure to high physical risks, those operations either have a potential for impact on the balance sheet that falls below our materiality threshold or they have adequate mitigation in place, which reduced overall business risk to either medium or low. For businesses where our findings showed a medium physical climate risk, i.e. a moderate chance of physical climate risk effects on operations and revenues, we have engaged with companies to review that the risk is included within company risk registers and that appropriate measures are in place.

Transition risks

Our analysis showed that the majority of companies in our portfolio have a limited exposure to transition risks, either because they provide critical products or services or are asset-light. However, there are a small number of Portfolio Companies that operate in sectors with a moderate chance of exposure to risks associated with the transition to a low carbon economy. In 2024, we shared and discussed these

Strategy

findings with Portfolio Companies to help document and manage these risks through the standard company operational and risk management processes and governance, and we continue to monitor this as part of our risk register reviews

Given the nature of Montagu’s investment strategy, such risks may also present an opportunity as technology, markets, and regulatory expectations change. Montagu therefore encourages Portfolio Companies to assess the potential for them to develop

products and services, invest in research, ensure operational efficiency and assess the impact of major decisions on the climate, such as strategic supplier engagement and due diligence during M&A activities.

IMPACT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

The results of our climate risk scenario analysis confirmed that our investment strategy is concentrated in sectors and geographies with a lower climate risk profile than the investable universe. In part, this is due to the exclusion of companies operating in sectors with significant negative impacts during the screening stages of our investment process, as per our Montagu exclusion list.

Nonetheless, we acknowledge the importance and urgency of addressing the global climate crisis and are committed to a plan for GHG emissions reductions consistent with limiting global warming to well-below two degrees Celsius, in line with the goals of the Paris agreement. Our broader commitment to taking action on climate issues is outlined in our Climate Action Policy, as part of our broader Responsible Investment Policy.

In 2022, Montagu’s emissions reduction targets for our operations and investments received validation by the Science Based Targets initiative. We have made significant progress against this target – please see the “Metrics and Targets” section of this report for more details.

At an operational level, our decarbonisation plan is centred on the use of renewable electricity across all of our offices by 2030. We also consider climate-related risks and opportunities in key strategic and financial decisions at a firm-level, as appropriate. For example, we have embedded climate considerations into Montagu VII, which promotes science-based target setting as one of its characteristics for the purpose of disclosures made in accordance with Article 8 of the EU SFDR.

Given that the majority of the emissions across our value chain are associated with our investments, the achievement of our emissions reduction targets depends on our ability to engage with and actively support Portfolio Companies to set their own targets and emissions reduction plans. Our strategy to achieve this target includes:

- Proactively engaging with selected current and all future Portfolio Companies to promote and support the development and validation of science-based targets within 24 months of acquisition.
- Using our position on the board of these companies to encourage target setting and monitor progress on the validation and achievement of the target.
- Measuring portfolio carbon emissions at least annually and monitoring progress against targets.
- Supporting Portfolio Companies’ target development and validation directly, using our own resources, and through third party consultants.
- Continuing to work collaboratively to share best practice, for example through initiatives such as the initiative Climate International (iCI).

As well as this, we will continue to assess physical and transition climate risks during due diligence and throughout the investment lifecycle as required, as part of our proprietary Responsible Investing Framework. For more information on our climate risk management process throughout the investment lifecycle, please refer to the “Risk Management” section.



Risk management

Embedding climate risk management into our existing, mature risk management process enables Montagu and Portfolio Companies to understand climate risks in context and take decisions through the appropriate forums.

IDENTIFYING AND ASSESSING CLIMATE-RELATED RISKS

We assess climate-related risks and impacts for our Portfolio Companies across the investment lifecycle.

At the due diligence stage, risks are assessed against the Montagu ESG topic framework¹, including both physical and transitional risks, using the internal ESG materiality matrix, internal Montagu climate guide, external sources and available climate risk scenario analysis reports. Risks are assessed based on their potential to impact operational resilience, financial stability or strategic delivery within Portfolio Companies, using risk impact and likelihood criteria that meet the needs of the business, and prioritised accordingly.

Climate risks may be material in either the short-, medium- or long-term and present strategic or operational risks. Material risks are those representing a potentially significant impact on the company. Montagu assesses physical and transition risk to be material if it may expose a Portfolio Company to a 15% reduction in revenue. However, companies may take a different view of what is material, as may their stakeholders. Such risks may be due to actual or

potential regulatory changes, commercial challenges or operational delivery and may differ in orderly and disorderly transition scenarios. As such, Montagu understands that climate risks and opportunities must be assessed on an ongoing basis throughout the investment process. As part of our annual ESG questionnaire, companies are asked to report any identified physical and/or transition risks, as well as to provide their risk registers, which should contain any material climate-related risks,

MANAGING CLIMATE-RELATED RISKS

Climate risks may be mitigated, transferred or accepted depending on their potential likelihood and impact, and controls are embedded into processes where appropriate.

As part of its wider risk management programme, Montagu's Partner responsible for Governance and Risk reviews risk registers and policy implementation maturity and works with Portfolio Companies to evolve climate risk understanding and response. This work includes considering the potential impact of emerging regulatory requirements and other transition climate risk factors which could require additional mitigation activities. Montagu also requires companies to implement a sustainability policy, containing a climate policy statement. Montagu supports companies in the implementation of this policy through guidance and events, introducing a network of third parties, as well as by facilitating good practice sharing across the portfolio.

The continuous review of risk registers means that risks can be compared across companies, funds and the portfolio as a whole. This ensures that areas of focus can be identified and acted upon through individual activity and across portfolio engagement.

The ESG team reviews company ESG action plans and provides feedback on the ESG questionnaire results in this context, benchmarking and identifying areas for potential improvement of climate-based activities and targets. This review process supports a cyclical improvement program as Portfolio Companies mature.

Issue management

Short term climate risks that have a potentially significant financial or reputational impact and are likely to occur in the near future, would be considered material and included on the Montagu portfolio risk register which is reported to the Board on a regular basis to ensure transparency and oversight. Such risks are actively managed by the Portfolio Company, Portfolio Company committees, and Board, and reported through Montagu governance processes and forums.

Strategic risk management

Material risks that are mid- or long-term, or not likely to occur in the near future are identified and managed through company risk registers, with insight and support from the Montagu ESG team. Such risks are categorised in accordance with the company risk framework, thus enabling climate risks to be managed in relation to other risks.

Portfolio and fund risk management

The Montagu ESG team reports progress against climate objectives, and GHG emissions data and trends, to the ESG committee. The Montagu Partner responsible for Governance and Risk carries out a holistic risk review at least annually to identify opportunities to better understand and mitigate risks in Portfolio Companies, Funds and the portfolio and reports to the ESG committee.

¹ As outlined in Montagu's Responsible Investment Policy, available in the Responsibility section of our [website](#).

Risk management

CLIMATE RISK MANAGEMENT ACROSS THE INVESTMENT LIFECYCLE

Screening	Due diligence	Ownership	Equipping investment teams
During the pre-investment phase, Montagu screens any potential investment against its Responsible Investment Policy, its Pre-Investment Screening and Excluded Investments Statement, as well as other topics considered to give rise to elevated risk.	During the pre-investment phase, Montagu seeks to determine the ESG factors relevant to each company, which form part of the investment decision. Investment teams are required to identify material ESG risks and opportunities by filling out the 'Montagu ESG Grid' for every deal, setting out how the relevant risks may be addressed during due diligence, deal architecture or post-acquisition. The initial assessment of inherent ESG risks and opportunities is completed based on the sector, geography and specific business model of a target business. Montagu has developed tools and guidance to support with this assessment, including a materiality matrix and red flag analysis tool. We assess the potential materiality of climate risks to the company's physical infrastructure using an externally available tool, and its exposure to transition risks, using our internally developed sector transition impact pathway analysis. After completing the initial assessment, further due diligence is recommended based on the materiality of risks or opportunities identified. There is an explicit requirement to include an assessment of physical and transition climate risks for every investment. If investment risks in relation to climate change are material, further analysis on their impacts under alternate emission and warming scenarios are carried out. Third-party experts are used as appropriate. All ESG considerations relevant to an investment, including the results of due diligence, are considered by the Investment Committee as part of their overall deliberations as to whether an investment is made. Depending on the materiality of the risks identified, Montagu will either develop a list of actions required to address these risks post-acquisition or decline the investment opportunity.	Post-acquisition, an ESG Diagnostic is completed as part of the onboarding process for each company. This is used to build on the due diligence findings identified pre-deal; identify any gaps against Montagu's Foundations for Good Governance; and identify the ESG topics most material for the business. The findings from the ESG Diagnostic should form the basis for each company ESG action plan, which is agreed and monitored by the company Board. We encourage all companies to set a science-based carbon reduction target within 24 months of joining the portfolio and provide direct and active support to enable them to do so, including by providing templates, resources and training materials, and access to a network of consultants. Throughout the ownership period, Montagu also works with Portfolio Companies to help them better understand their climate-related risks, opportunities and impacts. We require Portfolio Companies to calculate and report their Scope 1 & 2 & 3 (where material and available) GHG emissions annually as part of our ESG questionnaire, which allows them to identify emission hotspots and opportunities for decarbonisation. Through our policy review, we also assess the adequacy of processes, monitoring and controls implemented in relation to climate risks and other environmental factors, where material. We provide ongoing support directly to companies and through the Montagu Connect communities, including training on GHG emissions reporting and setting science-based targets. In addition, we work directly with Portfolio Companies and investment teams, as appropriate, to support them in the identification of potential product and service opportunities to support the transition to a low-carbon economy.	All new joiners at Montagu attend an 'Introduction to ESG' session as part of the Montagu Academy programme, which covers a conceptual introduction to ESG topics, as well as an overview of climate risks, regulatory changes, carbon emissions management and SBTi targets. New joiners in the Investment and 'Full Potential Partners' team attend a deep dive workshop to familiarise them with the standardised process for integration of ESG and climate-risks across the investment lifecycle, as well as the tools and guidance available at each stage. Additional training is provided throughout the year, including updates on new or revised requirements, commitments, and guidance, and on specific topics to enhance knowledge and skills. In 2025, we built on the 2024 regulatory and climate training with regular ESG content in existing Montagu forums. The training agenda is focused on the ESG characteristics and commitments made for our latest fund, Montagu VII, one of which is science-based targets, as well as any other pertinent ESG-related developments for Montagu or our portfolio companies throughout the year. In addition, the ESG team share updates on relevant topics and have established a shared library that contains guidance/playbooks, resources, templates and company examples, training and documentation.



Metrics and targets

We believe in following a data-driven approach to climate change. This helps us to better understand our impact and to track progress against our decarbonisation goals.

OPERATIONAL EMISSIONS

Montagu annually calculates the greenhouse gas (GHG) emissions (Scope 1, 2 and 3, where material and available) from our own operations in line with the GHG Protocol guidance. Our first GHG emissions calculations were completed in 2019.

Our GHG emission calculations have been externally verified by an independent third-party and are largely based on primary activity and spend data, although estimations have been used to fill any existing data gaps (e.g. where invoices for individual utility consumption were not available for a given office). We continue to work with landlords and internal teams to close any such gaps going forward.

While we offset 100% of our operational emissions, we continue to focus on emissions reductions. In 2025, we saw a 4% reduction in our company GHG emissions (excl. financed emissions), driven partly by significant reductions in gas and electricity consumption, as well as business travel, in our London office, as well as switching primarily to renewable electricity tariffs in our Frankfurt and Paris offices. This means that all of Montagu’s European offices now procure renewable electricity.



Our Impact on the Environment

INDICATOR	2019	2020	2021	2022	2023	2024 ⁴	2025	% CHANGE 2025 VS 2024
Scope 1 emissions, tCO ₂ e	11	4	11	16	31	18	21	17%
Scope 2 emissions (market-based), tCO ₂ e	165	108	92	35	66	44	29	-34%
Scope 3: categories 3.1 ¹ , 3.2 ¹ , 3.3, 3.5, 3.6 ²	937	42	213	978	2,218	2,260	2,177	-4%
Total carbon emissions, tCO ₂ e (excluding investments)	1,113	154	317	1,021	2,290	2,323	2,227	-4%
Total carbon emissions, kgCO ₂ e per full-time employee	11	1	2	6	12	15	14	-7%
Scope 3: investments, tCO ₂ e (Scope 1&2) ³	-	-	-	25,000	24,900	31,000	20,700	-33%
Scope 3: investments, tCO ₂ e (Scope 1&2&3) ³	-	-	-	-	139,500	157,300	138,000	-12%

¹ Prior to 2023, only electrical goods were included in these categories. From 2023, this was expanded to cover all material categories of spend.

² In 2023, the calculation methodology for emissions from flights was amended to cover radiative forcing, leading to an increase in emissions

³ Market-based financed emissions. Prepared in line with the ICI and ERM Greenhouse Gas Accounting and Reporting Guide for the Private Equity Sector (2022).

⁴ Data has been updated since last year, due to improved data availability.

Metrics and targets

PORTFOLIO EMISSIONS

While we continue to monitor our operational emissions, we recognise that our most significant impacts are through our portfolio. We actively support our Portfolio Companies to calculate Scope 1, 2 and 3 (where material and available) emissions and request this data to be reported to us as part of our annual ESG questionnaire.

In 2025, we launched a new Carbon Reporting Toolkit to guide companies through a step-by-step process for a materiality assessment, data collection, and reporting in line with the requirements of the GHG Protocol, using the external carbon calculation tool to which they have access. This helps us to improve confidence in GHG emissions reporting across the portfolio, for those companies not working with an external provider on carbon calculations.

100% of Portfolio Companies calculated Scope 1 and 2 emissions based largely on primary data, with some scaling and estimation used as required to address data gaps. 95% of companies also calculated their Scope 3 emissions based on primary data, using spend and/or activity data.



Market-based Scope 1 and 2 emissions¹

INDICATOR	2024	2025	% CHANGE	2024 LFL	2025 LFL	% CHANGE
Total carbon emissions of portfolio companies (tCO ₂ e)	55,591	55,160	-1%	49,269	48,258	-2%
Total carbon emissions per \$m revenue	9	8	-14%	9	8	-12%
Financed carbon emissions (tCO ₂ e)	30,869	20,664	-33%	27,864	17,794	-36%
Carbon footprint (tCO ₂ e / \$m portfolio value)	3	2	-35%	2	2	-35%
Carbon intensity (tCO ₂ e / \$m revenue)	15	11	-29%	14	10	-28%
Weighted average carbon intensity (tCO ₂ e / \$m revenue)	10	7	-33%	8	5	-36%

Market-based Scope 1, 2 and 3 emissions¹

INDICATOR	2024	2025	% CHANGE	2024 LFL	2025 LFL	% CHANGE
Total carbon emissions of portfolio companies (tCO ₂ e)	488,986	524,582	7%	448,442	484,468	8%
Total carbon emissions per \$m revenue	83	77	-7%	79	77	-3%
Financed carbon emissions (tCO ₂ e)	160,725	137,961	-14%	141,888	121,234	-15%
Carbon footprint (tCO ₂ e / \$m portfolio value)	13	11	-17%	12	11	-13%
Carbon intensity (tCO ₂ e / \$m revenue)	79	71	-9%	73	71	-3%
Weighted average carbon intensity (tCO ₂ e / \$m revenue)	63	53	-17%	55	46	-16%

¹ Metrics in this table have been calculated according to TCFD recommendations for asset managers. Emissions data covers a full 12-month period for all the companies in the portfolio at the end of the 2025 reporting year. Like-for-like (LFL) data excludes data from any Montagu divestments or new investments made in 2025.



Metrics and targets

PORTFOLIO NET ZERO ALIGNMENT

Initiative Climat International (iCI) and the Sustainable Markets Initiative’s Private Equity Task Force have developed the Private Markets Decarbonisation Roadmap (PMDR) to enable Private Markets firms to drive a transition to a low-carbon economy. It provides a common language for firms to communicate to stakeholders where their portfolios are on their decarbonisation journey, in the form of the Private Markets Alignment Scale. In line with Montagu’s science-based target, and in the absence of an implied temperature rise metrics, we have chosen to report again in 2025 against the Private Markets Alignment Scale.

At the end of the reporting period, the alignment of the portfolio based on % invested capital¹ is set out in the table below.

	NOT STARTED	CAPTURING DATA	PREPARING TO DECARBONISE	ALIGNING	ALIGNED TO NET ZERO
Definition	Not started to measure emissions or plan how to reduce them	Reporting emissions data but currently no plan in place to reduce emissions	Planning to reduce emissions in-line with an approach agreed with the GP	Committed to a decarbonisation plan aligned to a transition pathway	Delivering against a net zero plan and operations aligned to science-based target
Criteria	Minimal or no emissions data	Measuring at least Scope 1 and 2 emissions from operations ² , and making data available to fund	Decarbonisation plan in place but level of ambition not aligned to net zero pathway	Committed to near term science-based target aligned to a long-term net zero pathway	Demonstrated YoY emissions profile in line with pathway
% invested capital ¹	0%	30%	32%	22%	16%

The decarbonisation maturity of our Portfolio Companies varies, with just under a third of the portfolio still focused on data collection; a third preparing to decarbonise; and a third aligning or aligned with net zero. From the companies still focused on data collection, only one has not yet been able to calculate Scope 3 emissions based on primary data (representing 3% of invested capital in the portfolio). Categorisation of “aligned to net zero” has been done based on Scope 1 and 2 emissions reductions, as many of our companies were classified as SMEs at the time of target setting and therefore have not yet set Scope 3 targets.

¹ The amount funded by Montagu, based on the current cost of each investment.

² 3% of invested capital is measuring Scope 1 and 2 only, while the rest is measuring Scope 1, 2 and 3 emissions.

OUR SCIENCE-BASED TARGET

In 2022, Montagu received validation by the SBTi for our GHG emissions reduction targets. As one of the first 10 private equity firms to adopt a science-based target, the validation confirmed Montagu’s commitment to acting on climate change and our pledge to build and grow responsible businesses. The targets apply to Montagu’s corporate operations and our portfolio of investments.

While we encourage all companies to assess emissions and consider setting science-based targets, particular support is given to our most recent funds. In particular, Montagu VII promotes setting science-based targets as one of its characteristics for the purpose of disclosures made in accordance with Article 8 of the EU SFDR.

Our SBTi commitment

Scope 1 and 2

Montagu commits to reduce absolute scope 1 and 2 GHG emissions 70% by 2030 from a 2019 base year. Montagu commits to increase annual sourcing of renewable electricity from 4% in 2019 to 100% by 2030.

Scope 3 Portfolio Targets

Headline target: Montagu’s portfolio targets cover 95% of its total investment and lending activities by invested capital as of November 2021.

Scope 3 asset class level targets

ASSET CLASS	METHOD	TARGET LANGUAGE
Private Equity	SBT Portfolio Coverage	Montagu commits to 55% of its eligible private equity investments by invested capital setting SBTi validated targets by 2026.



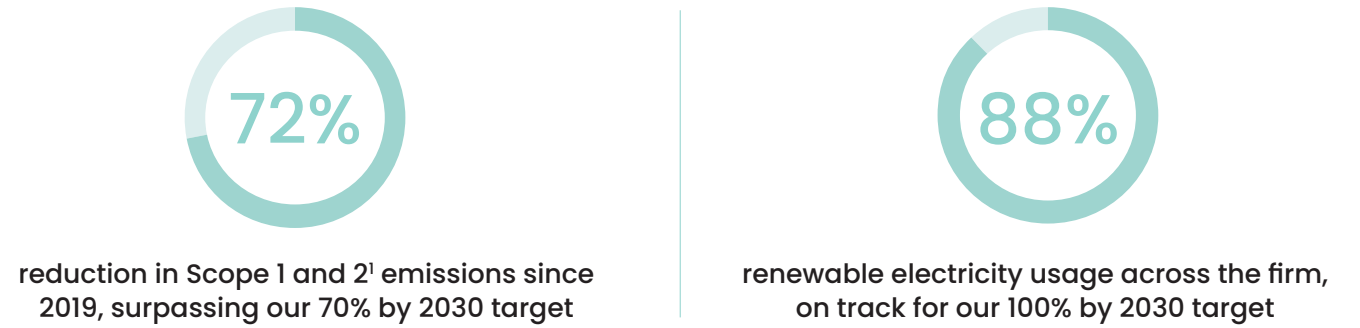
Metrics and targets

SBTi Results to date

PORTFOLIO



MONTAGU



We are currently on track to meet our science-based target commitments. Our engagement with Portfolio Companies on climate action and carbon reduction targets has led to seven Portfolio Companies (55% of invested capital²) receiving validation for their science-based targets in, with a further 5 companies committed to setting science-based targets (either through Board commitments or a formal SBTi commitment). We will continue to work with the management teams of Portfolio Companies to measure carbon emission across the value chain and to help them set science-based targets backed by credible decarbonisation plans, and to identify opportunities where their products and services may help their customers decarbonise.

EXECUTIVE REMUNERATION

Remuneration for Montagu’s staff is based on an annual appraisal process considering a variety of factors, including ESG where appropriate, which aligns the interest of investment teams with our investors and incentivises consideration of ESG factors linked to longer-term risk reduction and value creation, alongside financial performance. A large part of the compensation of investment professionals is generally in deferred instruments which are dependent on investment performance. This means that any climate risks that negatively impact the value of the underlying investment will have a consequent impact on remuneration outcomes.

¹ The carbon footprint numbers cover both the Montagu Private Equity LLP and Montagu ‘Full Potential Partners’ entities. Scope 2 emissions refer to market-based Scope 2 emissions.
² This figure excludes any companies who do not meet the criteria set out by the SBTi for inclusion in scope of the target i.e. any investments with <25% ownership; or that have been in the portfolio for less than 12 months as of 31.12.2025. Without any exclusions applied 49% of invested capital as of 31.12.2025 has a validated target.





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