

# 2024

SUSTAINABILITY  
REPORT

## The Value of Progress

We are pleased to share with you our fourth annual sustainability report, outlining the commitment and actions we have taken towards enhancing the environmental, social, and governance (ESG) performance of our firm and portfolio companies.



As an investor and partner, Ridgemont Equity Partners (REP) continues to focus on areas where we can provide expertise, resources, technologies, and best practices to advance the value of our portfolio companies. Almost a decade into our ESG program, we are witnessing that progressing our understanding, measurement, and management of sustainability factors contributes to this value creation and supports the resilience and growth of our portfolio.

Over time, we have deepened our program, intentionally focusing on the ESG-related risks and opportunities that are most meaningful to creating value in our portfolio companies and relevant to the end markets they serve. We have invested time and resources to utilize third-party experts, benefit from the guidance of international frameworks, and continue to learn through the experience of our operating network. Through these commitments, and bolstered by the results of our annual data collection, our integration of ESG continues to advance in support of portfolio outcomes.

In this year's report, we are pleased to detail some of the commercial and operational benefits our REP IV portfolio has experienced through a focus on sustainability. We continue to work hand-in-hand with our companies to advance these results, and – in this journey – we are thankful for the input and support of our investors and partners.

## PROGRESS AND ACHIEVEMENTS

- + Became a signatory of the **United Nations-supported Principles for Responsible Investment (PRI)**
- + **Established Operating Executive Council** to contribute to key value creation measures, including expertise on compliance and ESG
- + Continued benchmarking through inaugural participation in the **ESG Data Convergence Initiative (EDCI)**
- + Added additional portfolio company data collection metrics to address **Principal Adverse Impacts (PAI)** in response to European reporting standards
- + Able to collect dataset for **reporting on all REP Fund III and IV portfolio companies**
- + **Updated ESG Policy** to account for considerations of climate change
- + **Conducted equity compensation audit** at Ridgemont with an outside legal partner as part of our commitment to diversity, equity, and inclusion (DE&I)
- + Named to **Mergers & Acquisitions inaugural Best Places to Work in Private Equity** award list

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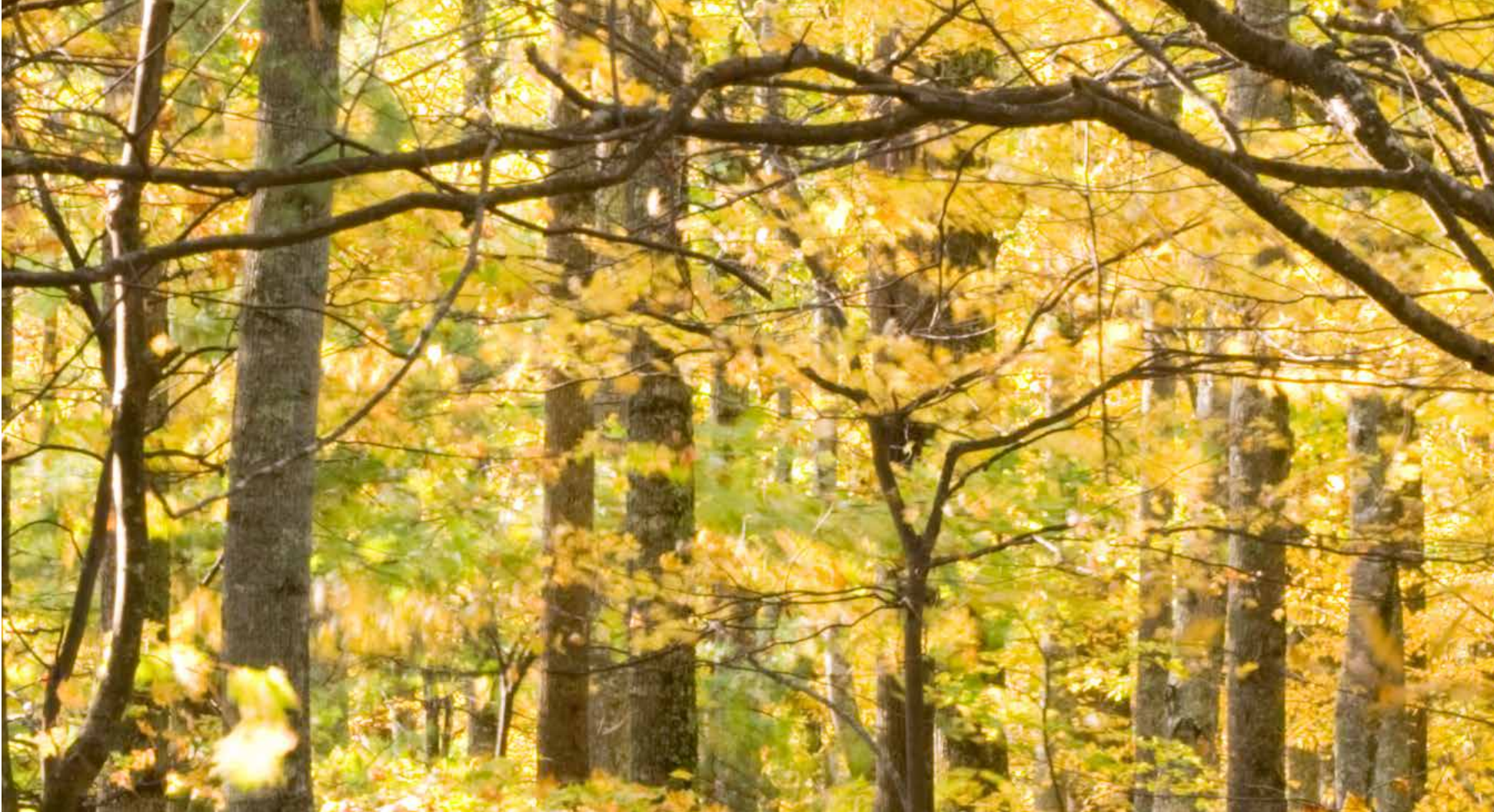
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# 1

## AN ALIGNED, EVOLVING APPROACH



# Our Firm

Ridgemont's investment strategy is based on our team's extensive middle market private equity experience that has been executed through numerous economic and capital markets cycles. We have applied our 30+ years of experience to create highly systematic and repeatable processes that drive value for our investors.

We employ a thematically driven investment strategy translating meta trend and theme-based analyses into investable subsectors of focus within three core verticals: Business & Tech-Enabled Services, Industrial Growth, and Healthcare. We rely on this insight and experience honed over nearly three decades to recognize and capitalize on changing sector fundamentals and identify opportunities to invest in proven business models where we believe we can add value.

We have proudly built an internal culture of partnership and alignment and work to extend this culture externally with company founders and management teams with the goal of positioning Ridgemont as a preferred partner. Core to our formula for success is establishing relationships built on trust, transparency, and accountability.



## MISSION

Deliver **consistently** attractive, **risk-adjusted** returns by being a **preferred partner** to our long-term investors, **trusted** relationships, and Ridgemont teammates

## CORE VALUES

- + **Support the Ridgemont Family**
- + **Communicate Transparently**
- + **Play as a Team**
- + **Work Hard and Celebrate Success**

**\$5+**  
billion invested

**60+**  
platform investments since formation

**27%**  
Net IRR on realized investments<sup>1</sup>

**31 years** investing in the middle market<sup>3</sup>

**20,000+**  
portfolio company employees

**64**  
Ridgemont Equity Partners employees

**5 years** recognized as Top 50 Founder-Friendly PE Firm<sup>2</sup>

NOTES: Please refer to the Defined Terms & Endnotes. Stats above refer to Ridgemont portfolio, unless otherwise noted. <sup>1</sup> Realized Investments include those that have been substantially realized through an exit transaction but where Ridgemont may have a rollover investment in the go-forward entity. Net performance figures shown above are Synthetic Net Estimates; please see Defined Terms & Endnotes. <sup>2</sup> Ranked as Top 50 Founder-Friendly PE firm as defined by Inc. Magazine in all five years of the list. A nominal fee was required to submit Ridgemont's application to be eligible for inclusion. Inclusion of Ridgemont in Inc.'s Top 50 Founder-Friendly Private Equity Firms does not imply an endorsement or recommendation by Inc. Magazine of any REP Fund or Ridgemont. Rankings were conducted by Inc. Magazine. Ridgemont submitted itself for consideration in Inc. Magazine's Top 50 Best Private Equity Firms for Entrepreneurs rankings 2020-2024. Selection criteria included, but were not limited to, references from founders of current and/or prior portfolio companies, experience investing in entrepreneur- and founder-led businesses in terms of number of transactions and other publicly available data. Ridgemont paid an application fee of \$795 (2020), \$2590 (2021), \$1495 (2022), \$995 (2023), and \$995 (2024) for consideration in such annual ranking. <sup>3</sup> See Defined Terms & Endnotes for reference to tenure with Bank of America and its predecessors. <sup>4</sup>

# ESG and Value Creation

We believe there are long-term and sustainable value creation and risk mitigation opportunities associated with responsible investment. Our primary objective is to generate attractive risk-adjusted returns for our investors, and our commitment to responsible investment aligns with this goal. As we execute our specialized value creation playbook, the principles of ESG are naturally integrated as both contributors to, and beneficiaries of, investment outcomes.

## Value Creation Resources Incorporate ESG Needs

Ridgemont has assembled a suite of interconnected resources that drive investment value, including its in-house team and Operating Executive Council. Together, these resources bring a wide scope of expertise which includes many ESG-relevant areas as shown here:

- + Talent and Human Resources
- + Finance Transformation
- + Commercial Excellence
- + Supply Chain Optimization
- + **Compliance & ESG**
- + Healthcare Specialization
- + Supply Chain & Logistics
- + Technology



## RIDGEMONT'S VALUE CREATION PLAYBOOK

1

### Portfolio Company Professionalization

A focus on advancing the leadership team, systems & reporting, and overall workforce alignment not only positions the company for growth but also underscores ESG performance advancement

2

### Commercial Excellence

As we enhance each portfolio company's go-to-market strategies, we also identify where there are broader industry trends and/or marketplace demands around sustainability that might further support success

3

### Diversifying and De-Risking

Unlocking strategic value in each company demands simultaneous improvement of ESG-related factors which may include factors such as supply chain security and geography-specific legislative and regulatory compliance



# Ridgemont's Operating Executive Council

In 2024, leveraging our vast network of relationships, we established a collective of experts in areas relevant to the investment outcomes of the Ridgemont portfolio, as well as sustainability.

An essential element of Ridgemont's Operating Executive Council is the need to address sustainability, climate risk (both physical and from a transitional / regulatory perspective), and best practices in regards to the responsible operatorship of our companies. The addition of Kristin Campbell - who also is assisting Ridgemont portfolio company Crete United in their ESG-related commercial efforts - represents significant opportunity for our portfolio and our investors.

## Bringing Experience to ESG



**KRISTIN CAMPBELL**

**Expertise:** ESG, Compliance  
**Experience:**



Kristin is a public company board member and seasoned expert in corporate strategy, compliance, risk and crisis management, and ESG. In roles at Hilton Worldwide and Staples, Inc., Kristin drove ESG strategy and implementation across a variety of areas:

- + Revamping Hilton's ESG strategy, connecting sustainability goals to daily business operations at more than 7,000 hotels, including enhancement of decarbonization goals and revalidation by the Science Based Targets Initiative (SBTi)
- + Growing revenue-generating programs designed to assist end-user customers to reduce/eliminate carbon footprint, use of plastics, and food waste when conducting large group events, including offering net-zero meeting formats and carbon related "report cards"
- + Designing executive compensation approaches which incorporate ESG goals and performance
- + Evaluating consumer goods designed to be manufactured, consumed, and disposed in a manner consistent with ESG principles



**MARK ROSENBAUM**

**Expertise:** Healthcare, Customer Experience, Marketing & Sales  
**Experience:**



**J.J. SCHICKEL**

**Expertise:** Transportation & Logistics  
**Experience:**



**DOLLY WAGNER WILKINS**

**Expertise:** Technology and Software Development  
**Experience:**



**DOUG WILSON**

**Expertise:** Industrial Growth, Commercial Distribution  
**Experience:**



**CHRIS YORK**

**Expertise:** Healthcare, Commercial Excellence  
**Experience:**



# Progressing Best Practices

The demands of customers in our industry sectors as well as the calls for transparency and progress by our Limited Partners support our focus on continually evolving our ESG program.

## EXCERPT FROM RIDGEMONT'S ESG POLICY

Ridgemont's primary objective is, and always has been, to generate attractive risk-adjusted returns for its investors. As stewards of capital, Ridgemont recognizes its unique opportunity to help build and support the people and businesses in which it invests and believes there are long-term and sustainable value creation opportunities associated with responsible investment.

Over time, we have continued to develop our program where most meaningful to our portfolio and stakeholders.

<p><b>2015</b></p> <p>Established ESG Policy</p> <p>Implemented ESG-related diagnostics for portfolio</p> 	<p><b>2019</b></p>  <p><b>LIBRARY AVE</b> CONSULTING</p> <p>Issued inaugural Sustainability Report</p>	<p><b>2022</b></p>  <p>Onboarded ESG technology platform for advanced data collection</p>	<p><b>2024</b></p>  <p>Principles for Responsible Investment</p> <p>Became signatory of PRI</p>  <p>ESG Data Convergence Initiative</p> <p>Became member of EDCI</p> <p>Updated ESG Policy to incorporate advanced processes</p>
<p><b>2018</b></p>  <p>BRIDGE HOUSE ADVISORS A BETTER ENVIRONMENT FOR BUSINESS</p> <p>Integrated ESG in due diligence through third-party advisors</p>	<p><b>2021</b></p>  <p>INSTITUTIONAL LIMITED PARTNERS ASSOCIATION</p> <p>Became ILPA Diversity in Action signatory</p> <p>Began annual ESG data collection</p>	<p><b>2023</b></p>  <p>GENDER EQUITY CONSORTIUM</p> <p>Attended inaugural member forum of the Gender Equity Consortium</p>	<p><b>100% of Ridgemont portfolio companies have a Health &amp; Safety Policy, an Anti-Harassment Policy, and a Code of Conduct</b></p> <p><small>REP III and IV portfolio companies represented.<sup>1</sup></small></p>

<sup>1</sup> Excludes companies that do not have an operational footprint.



# Integrating Initiatives

We continue to work to take advantage of the alignment of ESG and DE&I practices with the creation of portfolio value.

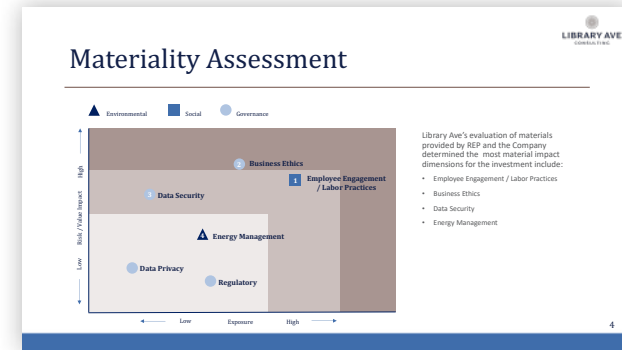
## ENGAGEMENT & STEWARDSHIP

We are leveraging expert third-party advisors to work with each REP IV portfolio company on the select ESG- and/or DE&I-related initiatives most meaningful to each business.

These efforts begin pre-investment to identify material risk and opportunity factors and continue throughout Ridgemont's partnership with each portfolio company.

### Ridgemont's Purposeful Investment Process

PROCESS STEP	ESG INTEGRATION
OPPORTUNITY SOURCING	<ul style="list-style-type: none"> <li>+ Thematic approach highlights sustainability-driven investment opportunities</li> <li>+ Avoidance List prevents investment in undesirable areas of business practice</li> </ul>
DUE DILIGENCE	<ul style="list-style-type: none"> <li>+ ESG-related risk and value creation assessment is incorporated in ESG Diagnostic</li> <li>+ Establishing a portfolio ESG Onboarding Program incorporating the results of this diagnostic, a standard Ridgemont ESG Checklist, and plans for ESG advancement post-close</li> </ul>
VALUE CREATION	<ul style="list-style-type: none"> <li>+ Sharing of best practices and stewardship from the Ridgemont team aims to enhance the most material ESG-related considerations for each company</li> </ul>
EXECUTION TO EXIT	<ul style="list-style-type: none"> <li>+ Regular ESG data collection and engagement positions companies for exit, particularly to buyers focused on these factors</li> </ul>





# Engagement in Action

An example of Ridgemont’s stewardship of value through its ESG practices is the coordination by portfolio companies Crete United and Northstar Recycling. By bringing together two portfolio companies via a commercial partnership we were able to add the value of a holistic waste management and reuse program for Crete (in addition to further enhancing its sustainability profile), while bringing a significant new customer to Northstar. This mutual benefit is an example of the value that can be realized through our integrated, intentional, and systematic approach to ESG.



Northstar provided comprehensive waste management to Crete, employing efficient and responsible practices across the company's brands' waste streams. Northstar further provided enhanced visibility into these waste streams through its sophisticated reporting database while contributing advisory expertise on best practices and further opportunity for diversion of waste from landfills.



1 centralized dashboard<sup>1</sup>

for management of waste for all of Crete United's brands

32,569,408 lbs<sup>2</sup>

total weight of Crete waste managed by Northstar Recycling in 2023

Crete's partnership with Northstar led to significant landfill diversion

<sup>1</sup> Where the Crete United team can generate customized reports to track recycling efforts and these reports can be exported across data sources, locations, and other criteria.

<sup>2</sup> Across 30 Crete United companies from March-December 2023.





# 2

## PORTFOLIO CASE STUDIES

# Powering Advancement with Data

Over the past two years, we have been developing and implementing widespread adoption of an ESG and DE&I data dashboard for our portfolio companies. Our focus is both standardized information required for reporting under EDCI and European regulations, but also - importantly - performance measures relevant to the growth and success of each individual company.


## AREAS OF PORTFOLIO ESG MEASUREMENT

Annual data collection serves as a follow-up to the most material value creating and risk mitigating ESG factors that are identified pre-investment. We continue to work with third-party advisors to engage proactively with each portfolio company on the trends, risks, and commercial opportunities revealed through this data.

In 2023, Ridgemont had data reporting participation for each of our REP III and IV portfolio companies setting a benchmark for advancement of material ESG and DE&I factors going forward.




**Industry Specific Impact Factors**



**Social**


- Health & Safety
- Employee Retention & Engagement
- Pay Equity
  - 13 (OR 65%) of portfolio companies have a DE&I policy
- Board, Management & Employee Diversity
  - 18 Women Board Members across 20 Active Companies




**Environmental**

- Greenhouse Gas Emissions (Scope 1 and 2)
- Biodiversity
- Climate Change Considerations
- Energy Consumption
- Waste Management

**Decarbonization Strategies**



**20%** of companies have an active Net Zero strategy, with others developing



**Governance**

- Corporate Training
- Business Ethics
- Governance Policies
- Cybersecurity
  - Zero data breaches in 2023
- Human Rights
  - Over \$1 million in charitable contributions



## PORTFOLIO CASE STUDIES

## Crete United – Sustainability Driving Profitability

Leading energy efficiency and facility services platform, providing HVAC, electrical, plumbing, building automation and IoT controls, and other sustainability solutions to a wide variety of non-residential clients

In 2023, Crete performed a deep dive into their business function, both in terms of operational footprint and potential customer impact. With clients including many of the world's most recognizable brands and Fortune 500 companies, focusing on sustainability not only brings efficiencies to Crete's business but also enhances its commercial marketability.

Working with a third-party expert who continues to advise the company today, Crete developed a detailed sustainability roadmap. In 2024, the company is building a similar roadmap for Human Resources to continue to leverage the critical skills of the company's workforce.

### Key Components of Crete's Sustainability Roadmap

- ✓ Added Kristin Campbell as an Independent Board Member, advising on the buildout of efficiency and sustainability offerings
- ✓ Acquired ProStar Energy Solutions to offer clients a deeper level of energy consulting and energy management as a service
- Developing a "Sustainability 101" to collaborate with the company's partner network, including monthly reporting
- Ambitions for 2040:
  - Net Zero Operational energy
  - Net Zero Carbon in fleet transportation
  - Net Zero Waste at both projects and company offices
  - Projects designed in-house to avoid 6 million mtCO<sub>2e</sub> of emissions

### Select ESG Achievements for Crete and its Brands

**ProStar's** energy efficiency projects offset nearly 60 million kWh of electricity, the **avoided emissions equivalent of using nearly 5 million fewer diesel gallons annually\***

**AC Corporation**, a division within Crete, introduced new recycling initiatives **diverting 86% of its waste from landfills, representing 3,246,940 pounds**

**Centraire**, another Crete division, created a more efficient homeless shelter, **saving over 260 mtCO<sub>2e</sub> of emissions** – equivalent to more than 50 homes electrically powered for one year

In partnership with One Tree Planted, Crete **plans to plant over 500,000 trees by 2030**

\*Data is in the trailing twelve months as of August 2024.



Crete's 2023 rebrand and ProStar acquisition aim to take advantage of the commercial and investment performance advantages in its sustainability offerings.



PORTFOLIO CASE STUDIES

# RoadOne – Meeting Customer Sustainability Needs

RoadOne is one of the largest independent providers of intermodal logistics solutions in North America that facilitates the movement of freight at ports, regional distribution centers, and inland rail terminals.



## An Efficient Partner

Recognizing a commercial need for its customers, RoadOne achieved recognition by the U.S. Environmental Protection Agency as a registered SmartWay® Transport Partner.

SmartWay offers an integrated set of no-cost, peer-reviewed sustainability accounting, and tracking tools to help companies make informed freight transportation choices. These tools help registered partners to measure, benchmark, and report emissions and to improve freight efficiency and environmental performance across their supply chain.

There are five basic steps to success with the SmartWay program:



## Ongoing Efforts Towards Sustainable Operations

- + As RoadOne brings on dedicated trucks versus independent contracting, the company has the opportunity to make choices which reduce diesel-related emissions across the company's ~17 million miles driven
- + One large European customer in particular is working with RoadOne to purchase electric trucks with the opportunity to use solar panels for renewable power

### Solar Energy at Oakland, CA Facility

175% of demand powered renewably

First in the U.S. to install an electric switcher



PORTFOLIO CASE STUDIES

# HemaSource – Decreasing Cost through Logistics

Tech-enabled distributor of consumable medical supplies to the plasma collection market and other ambulatory care settings.

Throughout 2023, with guidance from Ridgemont, HemaSource continued to roll out a program aimed at pooling shipments of materials for both cost consolidation as well as environmental impact.

## Reducing Shipments & Operating Emissions

2016



2017-2022

Ridgemont implements batch shipping



2023

Ridgemont aggregates via LTL versus parcel shipping



LTL stands for “less than a truckload” and is a shipping method for freight that is too large for a parcel but not heavy enough to fill a full truck.

~65%  
Overall Reduction

~3,300  
Annualized Shipments  
as of 2023

1.8+ million  
Units Impacted

Over \$207,000  
Annualized Savings



## Ongoing Opportunities for Cost and Emissions Efficiencies

HemaSource is in the process of piloting with one of its largest customers an initiative to replace the traditional wood shipping pallet with a hard plastic option. This option would carry a number of advantages for the company, its employees, and its overall environmental profile:

- + Improved safety by eliminating wood splinter shards and other potential safety hazards
- + Improved sanitation by eliminating pests and debris that can embed in wood surfaces
- + Improved reusability (by a significant multiple), as well as enhanced recyclability and disposal
- + Over time, declining expense as plastic pallets continue to be reused well past the traditional lifetime of wood options



PORTFOLIO CASE STUDIES

# National Power – Employee Focus

National Power is a leading provider of power reliability and resilience solutions, including primary and backup power and related electrical and cooling / ventilation systems for mission-critical infrastructure owners.

As a business, National Power’s impact is driven by its people and culture. As the company’s workforce has continued to grow, attracting and retaining top talent – while also keeping those workers safe – is of paramount importance.

## NATIONAL POWER UNIVERSITY

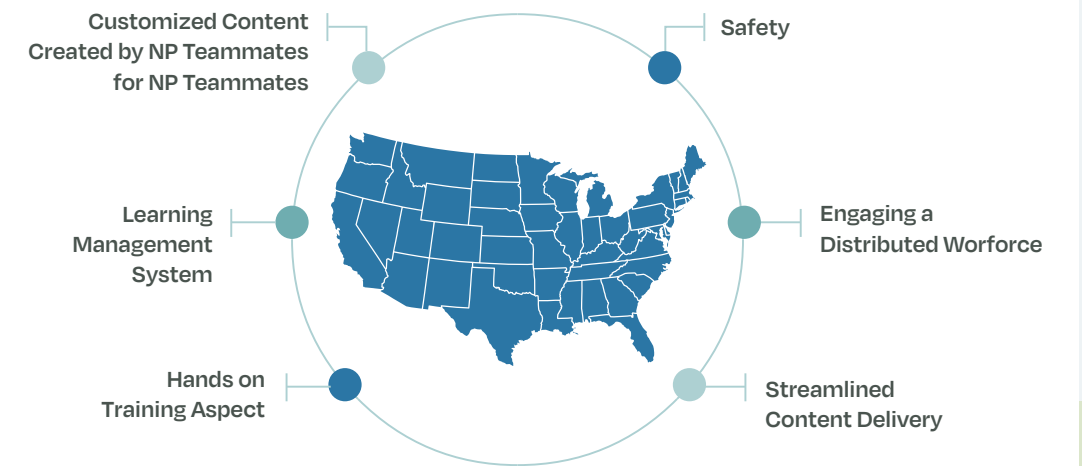


Developed by National Power employees, National Power University was launched in late 2023 to provide a formal, in-house training program to develop and measure technical and professional skillsets. The goal was to increase the company’s competitive advantage by maximizing its human capital.

Open to the broad employee base, the program covers content across National Power’s core focus areas (such as power generation, AC and DC power, electrical, and EV charging):



### Engaging Employees

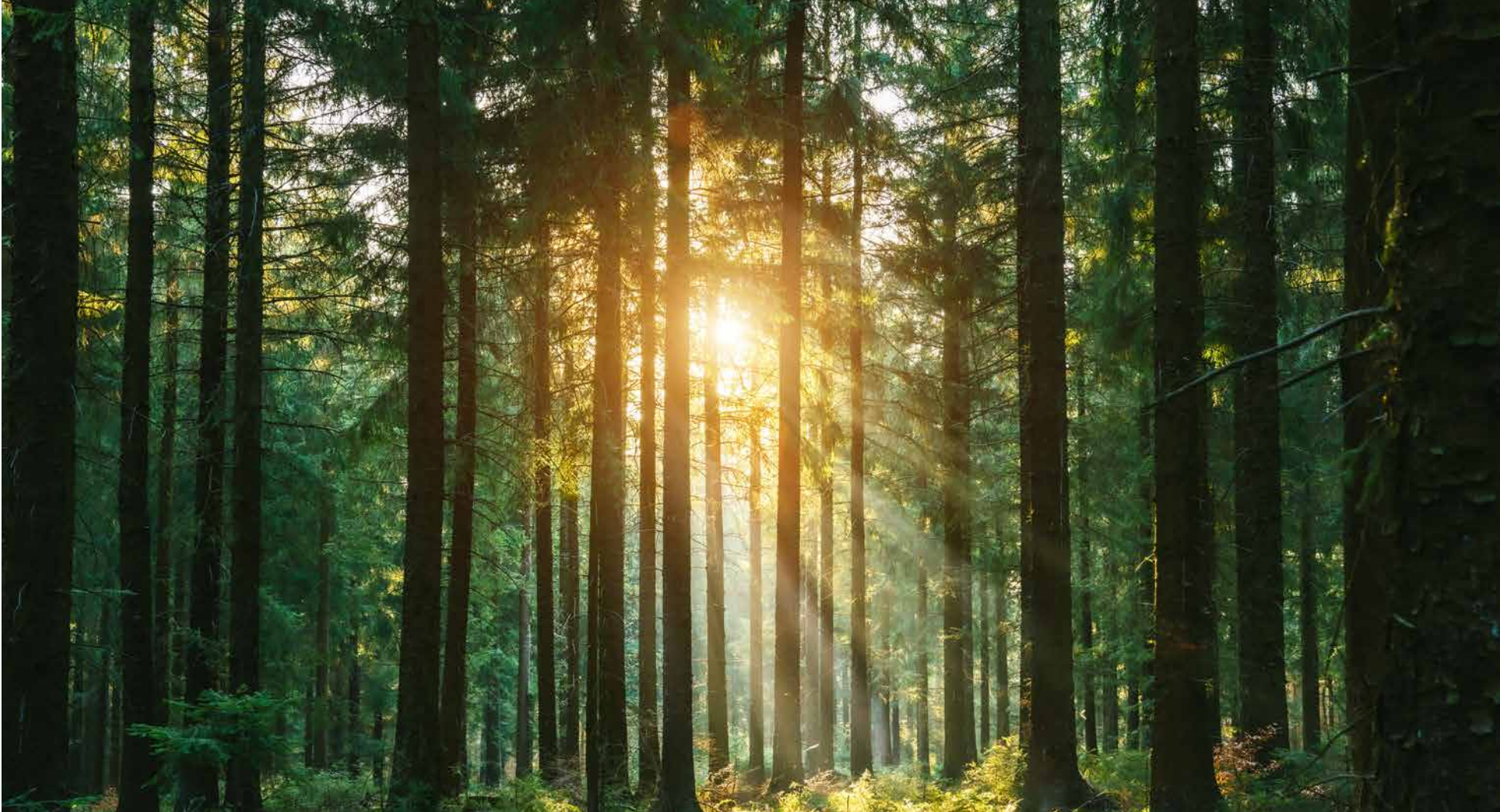


Multiple Channels for Engagement

27 total courses offered	~40 employees have completed courses	>500 total learning hours
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# 3

## CONTINUED PROGRESS



# Stewardship

We apply the same focus we put on ESG and DE&I in our portfolio to our own organizational management and community engagement.

## Internal DE&I Focus

- + Diversity focus embedded in recruitment and hiring practices
- + Professional development training
- + Performance Management practice grounded in an equitable approach
- + Inclusive culture including a women's resource group
- + Significant community engagement and support of employee volunteerism
- + Dedicated ESG / DE&I Committee

## External DE&I Advancement

- + Monitoring and engagement on employee and Board-level gender and racial/ethnic diversity metrics
- + Support of D&I research and engagement in the private markets industry
- + Programmatic support of education for underrepresented groups about careers in private markets
- + Signatory of ILPA Diversity in Action
- + Founding member of the Gender Equity Consortium

## RIDGEMONT'S DE&I STATEMENT

Ridgemont Equity Partners is committed to fostering, cultivating and preserving a culture of diversity, equity & inclusion. It believes diversity drives innovation and growth and that human capital is the most valuable asset it has. The collective sum of its individual differences—for example, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent—that the firm invests in represents a significant part of our culture, our reputation, and our achievement as a company.

# RECENT ADVANCEMENTS

- + Conducted equity compensation assessment using outside legal counsel
- + Build & sustain a culture of inclusiveness
- + January wellness month with mental health focus
- + Women's resource group
- + Firm-sponsored fitness center access





# Community Engagement

We demonstrate our commitments to the industry and to our community with meaningful action and substantial participation.

## Addressing Investment Industry Inequities

A 2022 report by McKinsey & Company revealed that private equity is lagging corporate America in gender and ethnic diversity in its talent pipeline and C-suite. Firmwide diversity statistics tend to obfuscate the reality of low diversity in investment functions, as non-investing and support roles typically carry most of the diverse representation. In addition, gender parity for promotions is lacking, and the number of women in executive roles continues to be quite small.



Ridgemont was proud to be a Founding Member of the Gender Equity Consortium, a group of select private equity firms seeking to create awareness, action, and accountability around these challenges.

In addition, in 2023, we conducted an internal gender pay equity study with a third-party law firm to advance in our own best practices.

# Extensive Community Engagement

Our firm culture and workplace environment prioritize long-term relationships, transparent communication and mutual support and respect. Our team extends these values of commitment and partnership outwards, with significant involvement in a variety of philanthropic organizations, such as:





## Looking Ahead

We continue to recognize the value of championing and investing resources to advance our ESG and DE&I programs. Moving forward, we expect to continue to find ways to operationalize ESG and DE&I as elements of our broader value creation toolkit. We believe engaging with our companies on these important considerations will support resilient performance, and we are excited to continue to bring these best practices to our partners and the industries in which we participate.





# Defined Terms and Endnotes

Past performance is not indicative of future results and there is a possibility of loss in connection with an investment in any REP Fund. No discussion with respect to specific companies should be considered a recommendation to purchase or sell any particular security/investment. The companies discussed do not represent all past investments. It should not be assumed that any of the investments discussed were or will be profitable, or that recommendations or decisions made in the future will be profitable. Historical investment information provided herein reflects the investment strategies of prior REP Funds.

Contains forward-looking statements that are based upon certain assumptions made by Ridgemont about future events or conditions and are intended only to illustrate hypothetical results under those assumptions (not all of which are specified herein). There can be no assurance that such projections will materialize as described and actual results may in fact differ, materially.

Financial indicators and benchmarks assume reinvestment of income, are unmanaged, and often do not reflect the deduction of transaction costs, management fees, or other costs which would reduce returns. Such indicators and benchmarks are included for illustrative purposes only and have material inherent limitations when used in comparison to the returns of a REP fund because they may have volatility, credit or other material characteristics that are fundamentally different from those of the REP fund. Inclusion of Ridgemont in Inc.'s Top 50 Founder-Friendly Private Equity Firms does not imply an endorsement or recommendation by Inc. Magazine of any REP Fund or Ridgemont. Rankings were conducted by Inc. Magazine. Ridgemont submitted itself for consideration in Inc. Magazine's Top 50 Best Private Equity Firms for Entrepreneurs rankings 2020-2024. Selection criteria included, but were not limited to, references from founders of current and/or prior portfolio companies, experience investing in entrepreneur- and founder-led businesses in terms of number of transactions and other publicly available data. Ridgemont paid an application fee of \$795 (2020), \$2590 (2021), \$1495 (2022), \$995 (2023), and \$995 (2024) for consideration in such annual ranking.

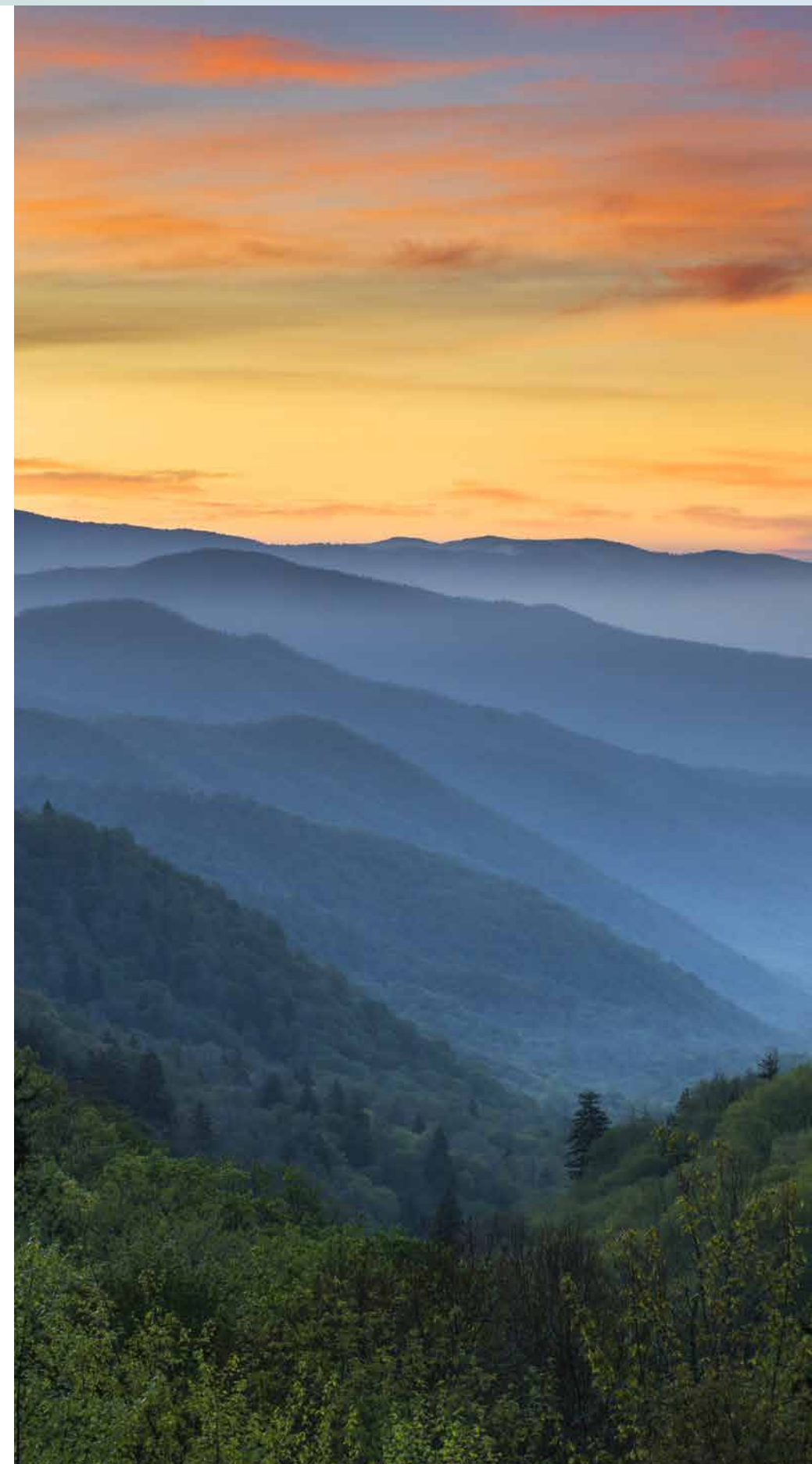
REP HISTORY Starting in 1993 and for the following 17 years, Ridgemont principals invested as a captive private equity group within Bank of America Corporation and its predecessors. In July 2010, Ridgemont became an independent private equity firm, remaining focused on middle market buyout and growth investing, represented by the companies in REP's Flagship Funds (defined below).

DATE Except as otherwise expressly noted, all information contained herein describing the performance of investment portfolios are as of June 30, 2024.

RIDGEMONT EQUITY PARTNERS I, L.P. ("REP I"): In 2013, REP I closed with \$735MM of capital commitments.  
 RIDGEMONT EQUITY PARTNERS II, L.P. ("REP II"): In 2015, REP II closed with \$995MM of capital commitments.  
 RIDGEMONT EQUITY PARTNERS III, L.P. ("REP III"): In 2018, REP III closed with \$1.65B of capital commitments.  
 RIDGEMONT EQUITY PARTNERS IV, L.P. ("REP IV"): In 2022, REP IV closed with \$2.35B of commitments.

INVESTED CAPITAL equals capital invested in portfolio companies and excludes formation expenses and start-up capital associated with inactive platform companies to the extent there were no investments made in operating assets.

SYNTHETIC NET ESTIMATES are non-Ridgemont fund related net performance metrics and are estimates using a Gross-Net Discount Factor ("GNDF") to approximate the impact of fees and expenses attributable to each individual investment and certain subset of investments. The GNDF that is applied to Gross MOICs is calculated as the Net MOIC for the respective fund divided by the Gross MOIC for the respective fund (the "MOIC GNDF Percentage"), or  $\text{MOIC GNDF Percentage} = \text{Net MOIC} / \text{Gross MOIC}$  for the respective fund. The synthetic multiple is calculated as the product of the respective gross MOIC and the applicable MOIC GNDF Percentage, or  $\text{Synthetic Net Multiple} = \text{Gross MOIC} * \text{MOIC GNDF Percentage}$ . The GNDF that is applied to Gross IRRs is calculated as the Net IRR for the respective fund divided by the Gross IRR for the respective fund (the "IRR GNDF Percentage"), or  $\text{IRR GNDF Percentage} = \text{Net IRR} / \text{Gross IRR}$  for the respective fund. The synthetic IRR is calculated as the gross IRR, multiplied by the applicable IRR GNDF Percentage or  $\text{Synthetic Net IRR} = \text{Gross IRR} * \text{IRR GNDF}$ . For any portfolio of investments that span multiple funds, a composite GNDF is used (compared to a fund-specific GNDF) and applied to the Gross IRRs and Gross MOICs to generate the Synthetic Net Performance Metrics. The composite GNDF is calculated as the simple average of the fund level GNDFs for REP I – REP IV. For Ridgemont co-investments, the GNDF is equal to 1 (i.e. gross and net metrics are the same) because Ridgemont's co-investments have been offered on a 0% management fee / 0% performance fee basis and operating expenses borne by the co-investment fund are generally immaterial.





**Ridgemont** EQUITY PARTNERS™

[Ridgemontep.com](http://Ridgemontep.com)