



# ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

## CONTENTS

|   |   |
|---|---|
| INTRODUCTION .....                            | 1 |
| ESG AT MASON .....                            | 1 |
| ESG FOCUS AREAS.....                          | 2 |
| MASON’S COMMITMENT TO ESG .....               | 3 |
| ESG AS PART OF ASSET MANAGEMENT .....         | 3 |
| INVESTMENT EVALUATION .....                   | 4 |
| MASON’S ESG PROPOSITION .....                 | 4 |
| GOOD GOVERNANCE .....                         | 4 |
| STEWARDSHIP, TRANSPARENCY AND REPORTING ..... | 5 |

## INTRODUCTION

Mason’s commitment to environmental and social responsibility is to recognize and minimize the impact of human activities on the communities in which we do business through the integration of our socially responsible investment strategy.

Sustainability practices including reducing/preventing soil, water, and air pollution, protecting biodiversity, and minimizing land disturbance by reducing the size of our footprint will reduce investment risk. Not least, improving energy efficiency, reducing greenhouse gas emissions and water consumption throughout the lifecycle of our investee companies.

Our long-term success is contingent upon our ability to build and foster symbiotic relationships with our stakeholders, by working collaboratively and transparently to support a culture of equality and a sustainable future.

## ESG AT MASON

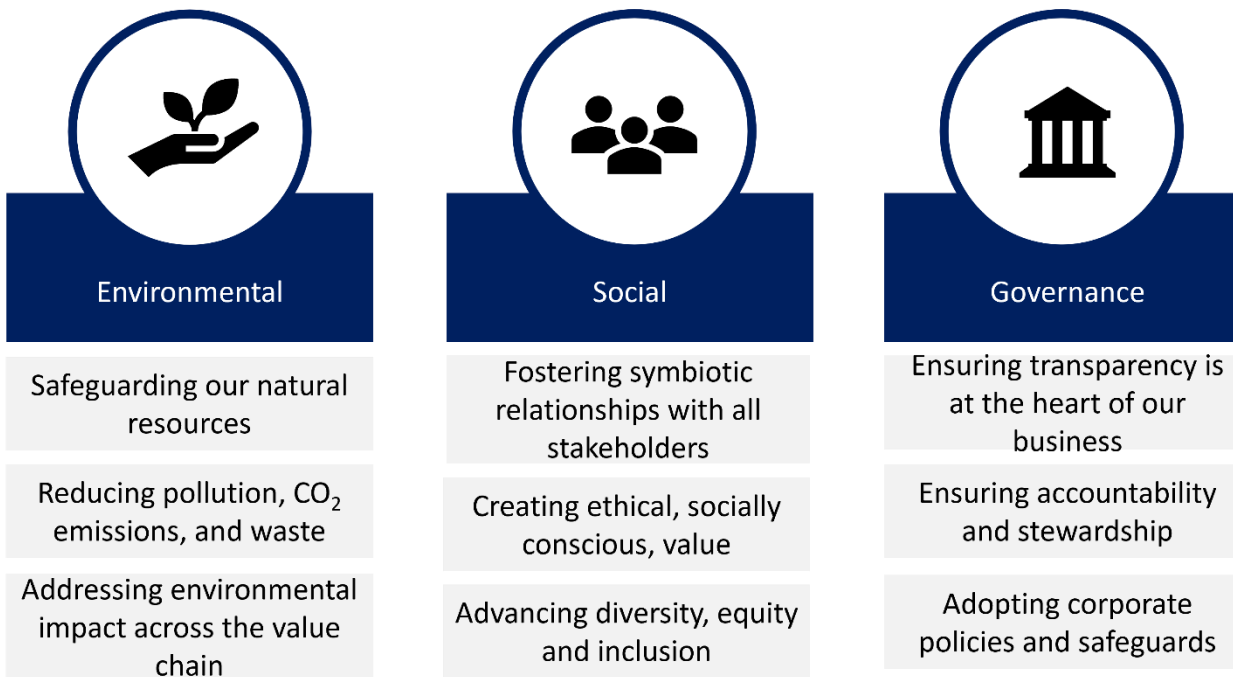
This Policy outlines our approach to integrating ESG in our business and investment activities. To minimize risk in investment strategy, there is a need for collaboration and innovation that addresses climate change and systemic

barriers to equality and opportunity. Through integration of concentrated efforts, the Company’s commitment to sustainability will add value not only for investors, but their customers and society. To demonstrate our commitment to effective risk management and long-term resiliency, we believe in the development and staged integration of ESG plans in each of our investee companies. Our investment strategy is true to our identity while pursuing meaningful environmental and social impact. ESG gives an advantage - opportunity and responsibility.

**ESG FOCUS AREAS**

Mason will evaluate each entity or asset and the ongoing asset management of ESG risk and opportunity. Our investee companies maintain their own individual ESG policies, which are aligned with this policy. Depending on their position in the corporate lifecycle, different companies within the same industry will have different ESG priorities.

As applicable and material to any given asset or investment, the ESG factors that may be incorporated into our investment evaluation and monitoring processes include, but are not limited to, the following:





## MASON'S COMMITMENT TO ESG

Since the beginning of the 21<sup>st</sup> century sustainable investing has experienced a meteoric rise. We believe our ESG program can improve profitability, strengthen our competitive positioning, and create long-term value for our business and portfolio investments. Including hard metrics that feed into each business model will make our business' efforts measurable. The foregoing can be used by investors and consumers alike in understanding our philanthropic, social, and internal governance practices.

Mason's approach to sustainable investing started with the 4 core pillars created by the "Big 4" accounting firms in collaboration with IBC/WEF to produce a standard ESG reporting system; 4 pillars, 21 core metrics and 34 expanded metrics. At Mason, we know that ESG layers into every business decision and look to how we can build on the four core pillars and integrate their essence into our ESG philosophy.

| <br>Principles of Governance  | <br>Planet   | <br>People  | <br>Prosperity  |
|---|--|--|---|
| The definition of governance is evolving as organizations are increasingly expected to define and embed their purpose at the centre of their business. But the principles of agency, accountability and stewardship continue to be vital for truly "good governance". | An ambition to protect the planet from degradation, including through sustainable consumption and production, sustainably managing its natural resources and taking urgent action on climate change, so that it can support the needs of the present and future generations. | An ambition to end poverty and hunger, in all their forms and dimensions, and to ensure that all human beings can fulfil their potential in dignity and equality and in a healthy environment. | An ambition to ensure that all human beings can enjoy prosperous and fulfilling lives and that economic, social and technological progress occurs in harmony with nature. |

World Economic Forum in collaboration with Deloitte, EY, KPMG and PwC, *Measuring Stakeholder Capitalism: Towards Common Metrics and Consistent Reporting of Sustainable Value Creation*, 2020

## ESG AS PART OF ASSET MANAGEMENT

Mason evaluates ESG risks and opportunities of potential investments via our three-staged investment evaluation and monitoring activities. While Mason is



an active steward of the portfolio companies in which it invests, the extent of such management and monitoring may be affected by the level of control or influence of Mason on a portfolio company's Board of Directors and/or as a shareholder of the portfolio investment.

## INVESTMENT EVALUATION

Our view is that effective management of ESG risks and opportunities can enhance the value of an investment, and we work with our investee companies along with co-investors to promote the adoption of sustainable practices. Our ESG focus areas will be assessed at each of three stages; pre-investment, monitoring and engagement and post-investment.

| Pre-Investment Considerations                   | Continuous ESG Monitoring and Engagement | Post-Investment Considerations                     |
|---|--|--|
| Identify ESG investment risks                   | Consider Retention Rate                  | Review ESG Accountability report                   |
| Investment Committee to engage in risk analysis | Track ESG Progress                       | Publicly report on social and environmental impact |
| Consider Risk Mitigation                        | Review Social Capital Allocation         | Easy-to-understand metrics                         |

## MASON'S ESG PROPOSITION

Our sustainability strategy to use more sustainable products and clean energy and to conserve and protect resources is inextricably linked to our long-term success. We believe a strong ESG proposition correlates to value creation, attracting B2B and B2C customers with more sustainable products, plants, and equipment. Lower energy consumption and reducing water intake reduces costs. Increasing the use of clean energy across our value chain will drive social capital and enhance investment returns by better allocation of capital for the long term.

## GOOD GOVERNANCE

While this ESG policy focuses on environmental and social criteria, governance can never be hermetically separate in ESG. To make effective decisions, comply



with the law and meet the needs of external stakeholders, every company requires governance. Transparency in board diversity, stewardship in cybersecurity, accountability in anti-corruption practices and controls and enabling access and opportunity across our business. Some of our corporate policies included as part of onboarding are the Code of Business Conduct and Ethics, Cybersecurity Policy, and Timely Disclosure and Insider Trading Policy which include topics such as data protection and privacy, conflicts of interest, anti-corruption, discrimination and breach of human rights, and harassment and bullying.

At Mason, we hold ourselves accountable to the highest standard of business conduct and integrity; respecting the rights of others and acting responsibly is essential to achieving socially and ethically sustainable business practices in pursuit of our corporate goals.

### **STEWARDSHIP, TRANSPARENCY AND REPORTING**

ESG matters are tabled at our quarterly Investment Committee meetings, Board meetings, and Annual Strategy meeting, as applicable. Mason strives to become a signatory of the Principles for Responsible Investment (PRI), an initiative supported by the United Nations that provides a voluntary ESG framework. The PRI defines responsible investment as a strategy and practice to incorporate ESG factors in investment decisions and active ownership. <https://www.unpri.org/pri/about-the-pri>.

We are committed to being transparent with our investors, shareholders, and other stakeholders about Mason's ESG initiatives, successes, and goals. Mason also intends to incorporate material ESG issues into our corporate financial disclosure. Our goal is to ensure the entities we invest in align with our goals and values related to environmental responsibility. We will work with our portfolio companies and co-investors to encourage and promote the adoption of socially responsible and sustainable practices across our businesses that align with our ESG focus areas.

This ESG Policy was reviewed and approved by the Board of Directors on September 18, 2023.