

WEBSITE DISCLOSURE UNDER ARTICLE 10 OF SFDR
FOR A FINANCIAL PRODUCT PROMOTING ENVIRONMENTAL AND/OR SOCIAL CHARACTERISTICS ACCORDING TO ARTICLE 8 OF SFDR

PRODUCT NAME:	Unigestion Global Mid-Market Leaders (" Sub-Fund ")
LEGAL ENTITY IDENTIFIER ISIN:	Institutional LU3084420804 A1 (Distribution) LU3084420986 A2 (Individual) LU3084421018
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VERSION	DATE OF PUBLICATION	EXPLANATION OF AMENDMENTS
1	1 April 2026	First publication

1. SUMMARY

The Sub-Fund promotes environmental and social characteristics by investing 60% of the Sub-Funds's assets, directly or through investment funds ("**Target Funds**"), in private companies ("**Portfolio Companies**") which (i) comply with the Norm-based Screening and the Exclusionary Screening (see section 6.1 below) and (ii) achieve the Minimum Rating in the ESG Scoring (see section 7.1 below). The Sub-Fund promotes environmental or social characteristics but does not have as its objective a sustainable investment.

The Sub-Fund will seek to achieve attractive returns from global private equity investments, primarily through capital gains, by building a diversified portfolio investing globally, with a focus on North America and Western Europe. The Sub-Fund’s investment portfolio will be diversified across buyout, growth capital, and special situations and, selectively, venture capital investments primarily in small and mid-sized Target Funds (including "**Secondaries**" and "**Primaries**", each as defined in section 4.1 below) and direct investments in Portfolio Companies ("**Directs**").

The Sub-Fund ensures the good governance practices of the Target Fund Managers and the Portfolio Companies in the context of the Norm-based Screening, the Exclusionary Screening and the ESG Scoring process (see 6.1 below).

A minimum of 60% of the Subfund's investments will be aligned with its environmental and social characteristics and up to 40% of the Subfund's investments will be invested in other assets including (i) investments in Target Funds and Portfolio Companies which are not in line with the Sub-Fund's environmental and social characteristics (see section 3 below), (ii) cash, cash equivalents, other liquid assets or other money market instruments held for the purpose of liquidity management and (iii) certain derivative transactions for hedging purposes. The share of investments in Portfolio Companies held indirectly may be up to 100%.

The Sub-Fund does not commit to making any sustainable investments and the investments underlying the Sub-Fund do not contribute to any environmental objective set out in Article 9 of EU Taxonomy. Accordingly, the minimum Taxonomy-alignment of the Sub-Fund's investments is 0%.

The Sub-Fund does not invest in fossil gas and/or nuclear energy related activities that comply with the EU Taxonomy.

To measure the attainment of the promoted environmental and social characteristics of the Sub-Fund, the Investment Manager (as defined in the prospectus) applies the Norm-based Screening (ESG Pillar I) and the Exclusionary Screening (ESG Pillar II) and performs the ESG Scoring (ESG Pillar III), each as described in section 6.1 below. In addition, each manager of a target fund ("**Target Fund Manager**") or Portfolio Company commits to undertake certain actions during the holding period and the Investment Manager monitors these actions and engages with the Target Fund Manager or Portfolio Company on an ongoing basis (ESG Pillar IV, see section 6.1 below).

The Investment Manager performs a due diligence of each Target Fund (for indirect investments) and each Portfolio Company (for Directs) based on a due diligence Questionnaire ("**DD Questionnaire**") and uses ESG KPIs (as defined in section 6.1 below) such as active ownership practices of the Target Fund Manager, implementation of key governance policies in the Portfolio Companies, percentage of women in senior positions at Portfolio Company level as well as environmental footprint, climate risks, health & safety incidents and employee turnover rate at the Portfolio Companies. Based on the information collected in the ESG Scoring process, each Target Fund and, for Directs, each Portfolio Company, is rated as "Lagging", "Beginner", "Follower" or "Leader" and must be rated at least "Beginner" to be aligned with the environmental and social characteristics promoted by the Sub-Fund (see section 7.1 below).

Due to scarcity of the external data for private equity investments, the Sub-Fund uses a combination of in-house data, technical assessments performed by third parties, and third-party data providers. Where necessary, the Investment Manager can request detailed proof of specific ESG KPIs for the ESG Scoring (see sections 6.1 below and 7.1 below) in the form of policies or third-party assessments to ensure the attainment of the environmental and social characteristics of the Sub-Fund. The collected data is processed and stored via an internal data management system. Data related to ESG KPIs is based on company data or proxy methodology.

There are limitations around data availability and quality for private equity investments via the Target Funds and directly in Portfolio Companies, which need to be considered by the Investment Manager when implementing the environmental and social characteristics of the Sub-Fund via the four ESG Pillars. Where information from third party data providers is limited, the Investment Manager will use proxy methodology or rely on data from the Target Funds or Portfolio Companies under review.

The Investment Manager has set up a dedicated ESG due diligence process (see section 10.1 below) which applies to all Target Funds and Portfolio Companies at the time of the initial investment. The private equity investment committee of the Investment Manager ("**Investment Committee**") approves the ESG due diligence of a new investment, including the Norm-based Screening and the Exclusionary Screening (see section 6.1 below).

The Sub-Fund applies an engagement policy as part of its environmental and social investment strategy (part of ESG Pillar IV) which requires each Target Fund Manager to commit to certain obligations in a side letter agreement (see section 11.1 below). For Directs, similar obligations for the Portfolio Company are included in the investment documentation. The Investment Manager expects the Target Fund Manager or Portfolio Company to demonstrate an ongoing improvement of the rating and it will engage with the Target Fund Manager or the Portfolio Company on such improvement as well as on any ESG concerns or incidents identified during the initial ESG Scoring or the ongoing review process (see section 11.2 below).

No index has been designated as reference benchmark to meet the environmental or social characteristics promoted by the Sub-Fund.

2. NO SUSTAINABLE INVESTMENT OBJECTIVE

The Sub-Fund promotes environmental or social characteristics but does not have as its objective a sustainable investment.

3. ENVIRONMENTAL OR SOCIAL CHARACTERISTICS OF THE FINANCIAL PRODUCT

The Sub-Fund promotes environmental and social characteristics by investing 60% of the Sub-Funds's assets directly in Portfolio Companies or in Target Funds (including Secondaries and Primaries) which meet the following requirements:

- (i) Comply with the Norm-based Screening and the Exclusionary Screening (see section 6.1 below); and
- (ii) Achieve the Minimum Rating in the ESG Scoring (see section 6.1 below).

4. INVESTMENT STRATEGY

4.1. Which investment strategy does this financial product follow to meet the environmental or social characteristics promoted by the financial product?

The Sub-Fund will seek to achieve attractive returns from global private equity investments, primarily through capital gains, by building a diversified portfolio investing globally, with a focus on North America and Western Europe. The Sub-Fund's investment portfolio will be diversified across buyout, growth capital, and special situations and, selectively, venture capital investments primarily in small and mid-sized Target Funds and Portfolio Companies. However, the Sub-Fund may also have exposure to Portfolio Companies of other sizes and stages.

The Sub-Fund offers access to private equity through a number of different strategies, including secondary transactions alongside Target Fund Managers that have a proven track record, direct investments in Portfolio Companies and primary investments into closed-end Target Funds, each with the following underlying investments:

- **Secondaries:** Targeting small, non-auctioned secondary private equity Target Fund deals typically below EUR 50 million transaction size. Deals are typically tailored and often more complex liquidity solutions.
- **Directs:** Direct investments in Portfolio Companies sourced from the Investment Manager's network and in the form of: (i) co-investments alongside Target Fund Managers; (ii) co-lead investments with private equity managers, experienced entrepreneurs, family offices, pension funds, institutional investors and (iii) lead investments in Portfolio Companies sourced directly by the Investment Manager.
- **Primaries:** Investments in private equity Target Funds, typically below EUR 750 million in Europe and below EUR 1,500 million in North America and Asia in size, specializing in one or a selected number of markets (and/or sectors) in the lower-middle market.

The focus of the Sub-Fund's investment activities will be Directs and Secondaries, which the AIFM (as defined in the prospectus) expects to account for the majority of the Sub-Fund's invested capital.

The Sub-Fund aims to maintain a relatively high level of exposure to investments in private equity via Secondaries, Directs and Primaries while still maintaining sufficient liquidity for investors' redemptions. The Sub-Fund may hold cash, cash equivalents, other liquid assets or other money market instruments for the purpose of liquidity management.

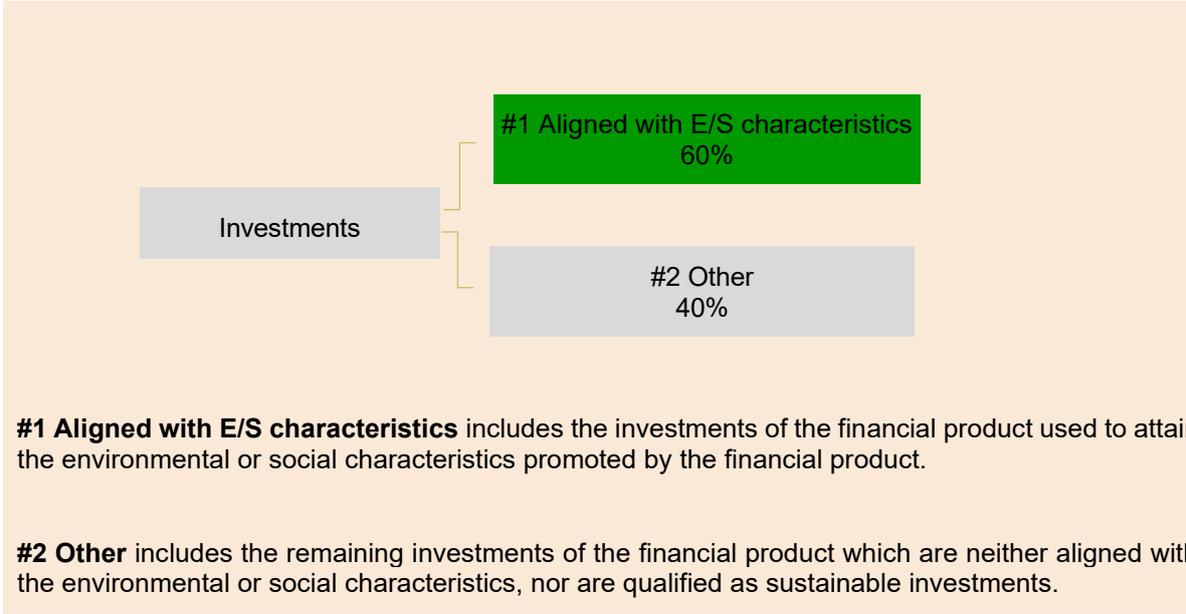
4.2. What is the policy to assess good governance practices of the investee companies?

The Sub-Fund ensures the good governance practices of the Target Fund Managers and the Portfolio Companies in the context of the Norm-based Screening, the Exclusionary Screening and the ESG Scoring process (see section 6.1 below).

To comply with the Norm-based Screening, the Target Fund Managers confirm to exclude Portfolio Companies which are non-compliant with UN Global Compact ("**UNGC**") and, in case of Directs, the Investment Manager will exclude such Portfolio Companies. Compliance with the Exclusionary Screening requires Target Fund Managers and Portfolio Companies to develop or maintain an "**ESG Policy**" (meaning a policy under which, for each prospective investment, environmental and social risks are identified and mitigated, compliance with applicable ESG regulation is ensured and the respective Portfolio Company's environmental and social impacts are assessed) and Target Fund Managers must use commercially reasonable endeavours to apply this ESG Policy to prospective investments in Portfolio Companies. Some of the ESG KPIs used in the ESG Scoring process relate

specifically to good governance practices at the level of the Portfolio Companies, such as existence of independent board members, implementation of governance committees, existence of key policies (whistleblowing, anti-money laundering, anti-bribery, anti-corruption, corporate code of conduct/ethics) or percentage of women in senior positions. If the Investment Manager considers that the results achieved by a Target Fund or a Portfolio Company on governance-related ESG KPIs should be improved, it will define steps for a potential improvement in an action plan and implement them via the ongoing engagement with the Target Fund Manager or Portfolio Company (see section 6.1 below).

5. PROPORTION OF INVESTMENTS



This is calculated on the basis of (i) the capital initially invested by the Sub-Fund in Target Funds and directly into Portfolio Companies (taking into account any reinvestments); and (ii) cash, cash equivalents, other liquid assets and other money market instruments held at the end of the relevant reference period for the purpose of liquidity management. Details on the calculation are disclosed in the Sub-Fund's periodic reporting under SFDR.

The Investment Manager has a period of 18 months following the launch of the Sub-Fund to achieve the above asset allocation.

The Sub-Fund may from time to time hold limited amounts of cash, cash equivalents or short-term liquid assets on a temporary basis awaiting investment, re-investment or distribution to Investors. Such temporary cash and/or liquid assets will not be considered in the asset allocation.

The share of investments in Portfolio Companies held indirectly may be up to 100%.

5.1. To what minimum extent are sustainable investments with an environmental objective aligned with the EU Taxonomy?

The Sub-Fund does not commit to making any sustainable investments and the investments underlying the Sub-Fund do not contribute to any environmental objective set out in Article 9 of EU Taxonomy. Therefore, there will be no investments in economic activities that qualify as environmentally sustainable under Article 3 of EU Taxonomy (also designated as Taxonomy-aligned economic activities). Accordingly, the minimum Taxonomy-alignment of the Sub-Fund's investments measured by all available key performance indicators (turnover, capital expenditure and operating expenditure) is 0% and this will not be subject to an assurance provided by an auditor or a review by a third party.

5.2. Does the financial product invest in fossil gas and/or nuclear energy related activities that comply with the EU Taxonomy¹?

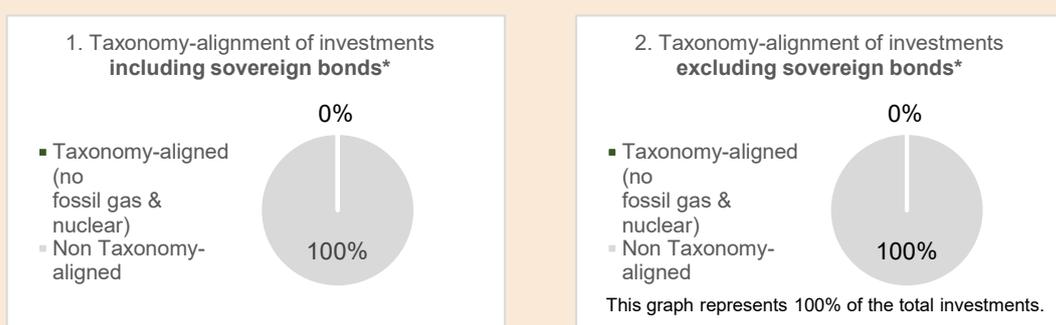
Yes:

In fossil gas

In nuclear energy

No

The two graphs below show in green the minimum percentage of investments that are aligned with the EU Taxonomy. As there is no appropriate methodology to determine the Taxonomy-alignment of sovereign bonds, the first graph shows the Taxonomy alignment in relation to all the investments of the financial product including sovereign bonds, while the second graph shows the Taxonomy alignment only in relation to the investments of the financial product other than sovereign bonds.*



**For the purpose of these graphs, 'sovereign bonds' consist of all sovereign exposures.*

5.3. What is the minimum share of investments in transitional and enabling activities?

The minimum share of investments in transitional activities is 0% and in enabling activities is 0% (each measured by turnover, capital expenditure and operating expenditure).

5.4. What is the minimum share of sustainable investments with an environmental objective that are not aligned with the EU Taxonomy?

The minimum share of sustainable investments with an environmental objective that are not aligned with the EU Taxonomy is 0%.

5.5. What is the minimum share of socially sustainable investments?

The minimum share of sustainable investments with a social objective is 0%.

5.6. What investments are included under "#2 Other", what is their purpose and are there any minimum environmental or social safeguards?

The investments included under "#2 Other" comprise (i) investments in Target Funds and Portfolio Companies which are not in line with the Sub-Fund's environmental and social characteristics (see section 3 above), (ii) cash, cash equivalents, other liquid assets or other money market instruments

¹Fossil gas and/or nuclear related activities will only comply with the EU Taxonomy where they contribute to limiting climate change ("climate change mitigation") and do not significantly harm any EU Taxonomy objective. To comply with the EU Taxonomy, the criteria for fossil gas include limitations on emissions and switching to fully renewable power or low-carbon fuels by the end of 2035. For nuclear energy, the criteria include comprehensive safety and waste management rules. The full criteria for fossil gas and nuclear energy economic activities that comply with the EU Taxonomy are laid down in Commission Delegated Regulation (EU) 2022/1214.

held for the purpose of liquidity management and (iii) certain derivative transactions for hedging purposes to protect the Sub Fund's investments against currency fluctuations.

As minimum safeguard, all direct and indirect investments in Portfolio Companies (Secondaries, Directs and Primaries) will be subject to the Norm-based Screening and the Exclusionary Screening (see section 6.1 below). There are no minimum safeguards for cash, cash equivalents, other liquid assets, other money market instruments and derivative transactions.

6. MONITORING OF ENVIRONMENTAL OR SOCIAL CHARACTERISTICS

6.1. How are the environmental and social characteristics promoted by the financial product and the sustainability indicators used to measure the attainment of each of those environmental and social characteristics promoted by the financial product monitored throughout the lifecycle of the financial product?

To measure the attainment of the promoted environmental and social characteristics of the Sub-Fund, the Investment Manager applies the Norm-based Screening and the Exclusionary Screening and performs the ESG Scoring, each as described below.

Norm-based Screening (ESG Pillar I)

The "**Norm-based Screening**" relates to the Portfolio Companies. For investments in Target Funds, the Target Fund Manager confirms during the due diligence that the Target Fund has not invested in Portfolio Companies violating any of the exclusion criteria set out below and commits in a side letter agreement to immediately filter out such Portfolio Companies when making future investments. For Directs, the Investment Manager filters out Portfolio Companies that violate any of the following exclusion criteria:

- Controversial weapons – businesses that manufacture, distribute or sell controversial weapons or ammunitions such as cluster bombs, landmines, depleted uranium, etc.;
- Tobacco producers – businesses active in the cultivation and production of tobacco;
- Adult entertainment producers – businesses principally engaged in the production of pornography which generate >10% of their total revenue from this activity;
- Thermal coal – businesses with 1% or more of their total revenues derived from exploration, mining, extraction, distribution or refining of hard coal and lignite or other thermal coal related activities;
- Predatory lending – businesses which are directly involved in unethical lending practices that impose unfair, deceptive and abusive loan terms on borrowers and generate >5% of their total revenue from these activities; and
- Companies that are not compliant according to UNGC.

Exclusionary Screening (ESG Pillar II)

When performing the "**Exclusionary Screening**" for Target Funds, the Investment Manager excludes investments in:

- Target Funds of Target Fund Managers with no current ESG Policy or no intention to introduce one;
- Target Funds of Target Fund Managers with significant ESG-related litigation; and
- Target Funds targeting Portfolio Companies identified as "**High Carbon Emitters**" (i.e. Portfolio Companies from sectors generating substantive carbon emissions (e.g. energy production from thermal coal) or Portfolio Companies which, according to individual or proxy data, have high carbon emissions).

When performing the Exclusionary Screening for Directs, the Investment Manager applies the same exclusions at Portfolio Company level.

ESG Scoring (ESG Pillar III)

The "**ESG Scoring**" is the Investment Manager's proprietary ESG scoring system developed to ensure a consistent and comprehensive approach to the ESG due diligence of Target Funds and Portfolio Companies. The Investment Manager performs an internal ESG Scoring to determine how

advanced Target Fund Managers and Portfolio Companies are in integrating ESG matters, based on 50 qualitative and quantitative criteria ("**ESG KPIs**") across four dimensions:

- (i) ESG process and organisation;
- (ii) Environmental footprint;
- (iii) Social issues; and
- (iv) Governance.

For more details on the ESG KPIs and the methodology used in the ESG Scoring process, see section 7.1 below.

Ongoing monitoring and engagement (ESG Pillar IV)

In a side letter agreement with the Investment Manager each Target Fund Manager commits to:

- Develop or maintain its ESG Policy and use reasonable commercially endeavours to apply it to the investments made by the Target Fund;
- Provide a summary of material ESG incidents to the Investment Manager and notify the Investment Manager of potential ESG issues at Portfolio Companies;
- Report annually on the ESG performance of the Portfolio Companies and provide updates upon request;
- Use commercially reasonable efforts to update the DD Questionnaire on an annual basis; and
- Discuss responses to the DD Questionnaire with the Investment Manager.

For Directs, similar obligations for the Portfolio Company are included in the investment documentation.

6.2. What are the related internal or external control mechanisms?

Based on the annual update of the DD Questionnaire and the reporting by the Target Fund Manager or the Portfolio Company of material ESG incidents, the Investment Manager assesses the continued compliance with the Norm-based Screening and the Exclusionary Screening and reviews the rating of each Target Fund or Portfolio Company achieved in the ESG Scoring process.

7. METHODOLOGIES

7.1. Which methodologies are used to measure how the social or environmental characteristics promoted by the financial product are met?

The Investment Manager will perform a due diligence on each Target Fund (for Primaries and Secondaries) based on a DD Questionnaire completed by the Target Fund Manager or by the Portfolio Company (for Directs) covering the information required to apply the four ESG Pillars described in section 6.1 above.

In the context of the ESG Scoring (ESG Pillar III), the Investment Manager will use ESG KPIs such as active ownership practices of the Target Fund Manager, implementation of key governance policies in the Portfolio Companies, percentage of women in senior positions at Portfolio Company level as well as environmental footprint, climate risks, health & safety incidents and employee turnover rate at the Portfolio Companies.

Based on the information collected in the ESG Scoring process, each Target Fund and, for Directs and Secondaries, each Portfolio Company is rated out of 100 % as follows: Under 25% "Lagger", between 25% and 50% "Beginner", between 50% and 75% "Follower" and above 75% "Leader". A Target Fund or a Portfolio Company will need to be rated at least as "Beginner" at the date of the initial investment or, alternatively, within 12 months following the date of the initial investment, to be aligned with the environmental and social characteristics promoted by the Sub-Fund (see section 3 above) ("**Minimum Rating**").

8. DATA SOURCES AND PROCESSING

8.1. Which data sources are used to attain each of the environmental or social characteristics promoted by the financial product?

Due to scarcity of the external data for private equity investments via the Target Funds and directly in Portfolio Companies, the Sub-Fund uses a combination of the following data sources:

- In-house data – notably gathered through questions that are asked during the due diligence process and post-investment engagement;
- Technical assessments performed by third parties;
- Third-party data providers – selected on a fund by fund basis.

8.2. Which measures are taken to ensure data quality?

Where necessary, the Investment Manager can request detailed proof of specific ESG KPIs for the ESG Scoring (see sections 6.1 above and 7.1 above) in the form of policies or third-party assessments to ensure the attainment of the environmental and social characteristics of the Sub-Fund.

8.3. How are data processed?

The collected data is processed and stored via an internal data management system.

8.4. Which proportion of data are estimated?

For data related to ESG KPIs, proxy methodology is used to fill data gaps.

9. LIMITATIONS TO METHODOLOGIES AND DATA

9.1. Are there any limitations to methodologies and data sources?

There are limitations around data availability and quality for private equity investments via the Target Funds and directly in Portfolio Companies, which need to be considered by the Investment Manager when implementing the environmental and social characteristics of the Sub-Fund via the four ESG Pillars. Information from third party data providers is rarely available for private equity investments.

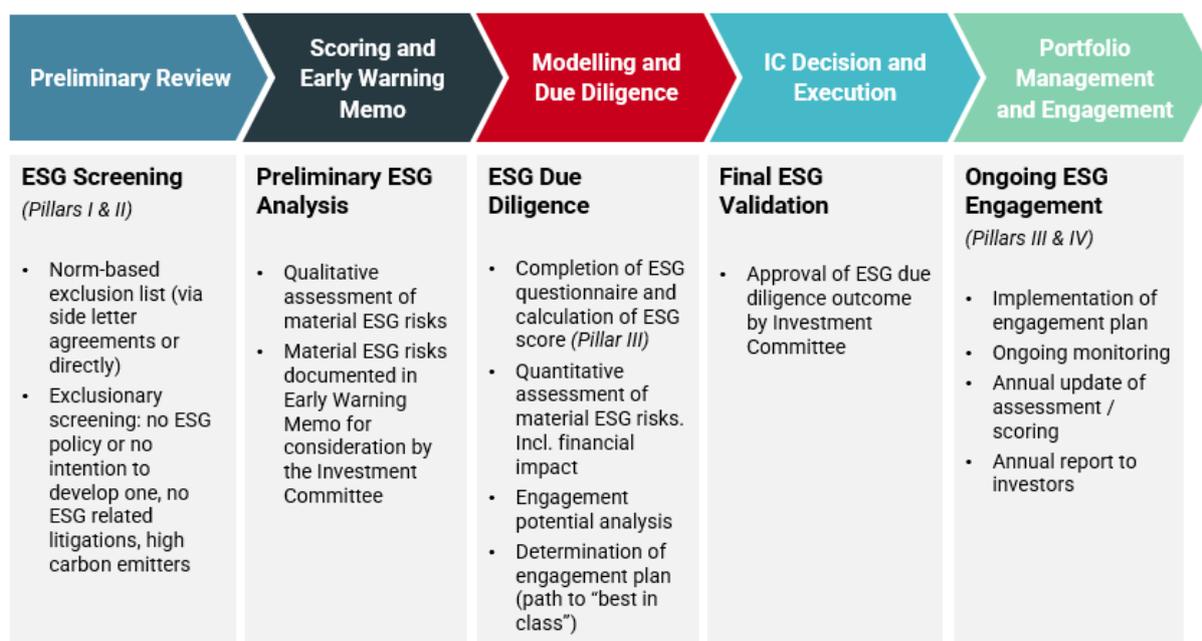
9.2. How do such limitations not affect how the environmental or social characteristics promoted by the financial product are met?

Where information from third party data providers is limited, the Investment Manager will use proxy methodology or rely on data from the Target Funds or Portfolio Companies under review. Moreover, the Investment Manager can request detailed information and documentation of underlying private equity investments and insight into Portfolio Companies to mitigate any limitations.

10. DUE DILIGENCE

10.1. Which due diligence is carried out on the underlying assets of the financial product?

The below chart illustrates the investment due diligence process applied to any investment opportunity (Directs, Primaries and Secondaries) of the Sub-Fund.



10.2. What are internal and external controls on that due diligence?

The Investment Committee approves the ESG due diligence of a new investment, including the Norm-based Screening and the Exclusionary Screening (see section 6.1 above). Compliance with the respective exclusions is further reviewed by the risk department, pre- and post-investment.

11. ENGAGEMENT POLICIES

11.1. Which engagement policies have been implemented?

The Sub-Fund applies an engagement policy as part of its environmental and social investment strategy (part of ESG Pillar IV). In a side letter agreement with the Investment Manager each Target Fund Manager commits to certain obligations (see section 6.1 above). For Directs, similar obligations for the Portfolio Company are included in the investment documentation.

11.2. Which management procedures are applied to sustainability-related controversies in investee companies (if applicable)?

The Investment Manager expects the Target Fund Manager or Portfolio Company to demonstrate an ongoing improvement of the rating and it will engage with the Target Fund Manager or the Portfolio Company on such improvement as well as on any ESG concerns or incidents identified during the initial ESG Scoring or the ongoing review process (see sections 6.1 above and 6.2 above). The level of engagement and the action required will differ on a case-by-case basis.

12. DESIGNATED REFERENCE BENCHMARK

Has an index been designated as reference benchmark to meet the environmental or social characteristics promoted by the financial product?

No index has been designated as reference benchmark to meet the environmental or social characteristics promoted by the Sub-Fund.