

significant transparency with respect to employment practices due to the size of our workforce and the systems and controls we have in place.

OUR POLICIES

We have policies that provide for the fair treatment of workers and compliance with applicable laws and set forth the standards by which all TPG Europe personnel are expected to conduct business. We are committed to a policy of equal opportunity for all workers. We seek to provide and maintain safe and healthy working conditions for all employees, and our employee handbook explicitly prohibits any sort of offensive, intimidating, malicious or insulting behaviour, such as bullying and harassment. Our policies are accessible on TPG's intranet.

We take compliance with our policies, procedures and employee handbook very seriously. We have a grievance mechanism for personnel to report violations of law or our policies. TPG's Whistleblowing Policy provides that any personnel who come forward with genuinely-held

Equipment and supplies. The overall risk of modern slavery at these vendors is low with respect to the goods and services we purchase from them due to the particular vendors and/or the location of performance. However, given the nature of our business relationships with these vendors, we have limited ability to assess their employment practices or supply chains. We have a large vendor base; accordingly, we do not describe in this Statement all of the types of vendors that we do business with.

TPG's compliance group performs risk-based compliance checks on new vendors, including TPG Europe vendors, to mitigate third-party risk. The check is performed using the compliance portal of a well-known external provider of risk solutions and screens for reputational issues and bribery and corruption risks, which may indicate risks of modern slavery or other behavior that we categorically do not tolerate within our supply chain.

In addition, when entering into contracts with vendors, we seek to tailor our contracts to the risks presented by the vendor and contract performance.


If a vendor is not in compliance with a contract, or additional risks are identified, we determine the appropriate course of action on a case-by-case basis. The vendor may be requested to remediate the issue identified. If we cannot resolve an issue with a vendor to our satisfaction, we may terminate our relationship with the vendor.

TRAINING AND REVIEW PROCESS

We have educated relevant internal executive and compliance personnel regarding modern slavery risk. We periodically consider the need for additional training. In addition, to help ensure that vendors and personnel are aware of our policies and expectations relating to modern slavery risks, this Statement is published on our website.

Personnel are trained on our policies and procedures and are encouraged to bring any questions or concerns pertaining to our policies or compliance with them to designated internal personnel.

This Statement was approved by the members of TPG Europe on March 21, 2024 and signed by an authorized representative as indicated below.



Yemi, [redacted] lude
Authorized Representative
TPG Europe, LLP