

KEENSIGHT
CAPITAL

Article 29 of the French Energy and Climate Law

Annual Report 2023

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Article 29 of the French Energy and Climate Law

Annual Report 2023

Scope of the Report

The present Report relates to the application of Article 29 of the Energy and Climate Law (Loi Energie-Climat, LEC) n°2019-1147 of November 8, 2019, and the decree n° 2021-663 of May 27, 2021.

Accordingly, this Report includes data applicable to Keensight Capital (hereinafter referred to as Keensight Capital or Keensight) for the financial year ended December 31, 2023, and covers entity-level and fund-level information involving all assets under management.

The Report is accessible via the Keensight Capital website:
<https://www.keensightcapital.com>

A. Entity's general approach to ESG criteria

Keensight Capital is a European growth buyout investor with deep expertise in the Technology and Healthcare sectors. We partner with the management teams of fast-growing and profitable companies providing capital, strategic guidance, and operational support.

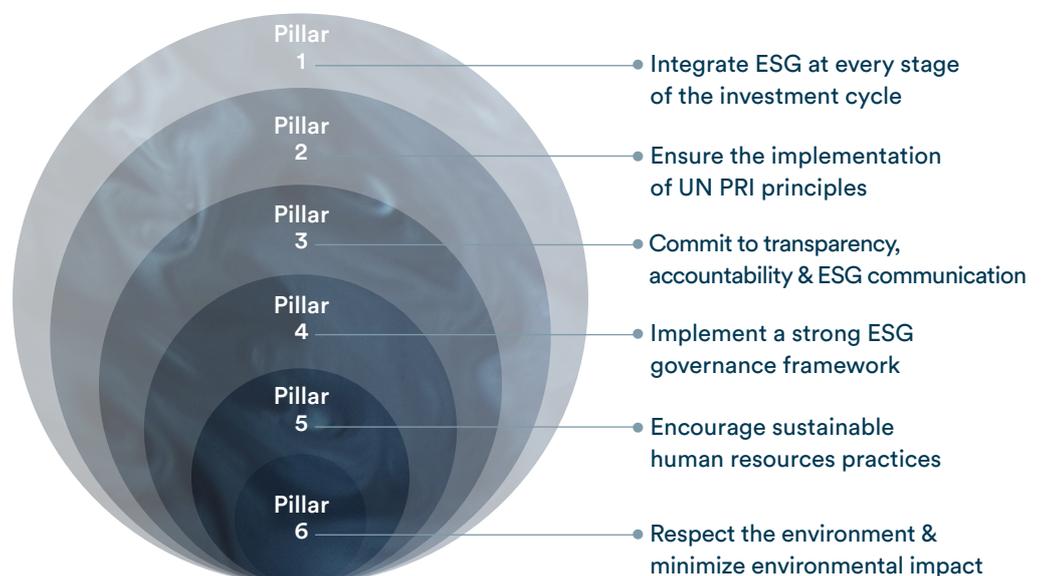
Since its inception, the team at Keensight Capital has been delivering value to investors by backing management teams to build stronger and more valuable businesses. Long-term sustainability is at the core of what we do.

We believe that a responsible and proactive approach to sustainability will positively impact our performance, the success of our portfolio companies, and society at large. As such, we expect both our management company and portfolio companies to be committed to our environmental and social engagements.

Keensight Capital formalized its Environmental, Social and Governance (ESG) approach in 2010 through an ESG policy structured across six pillars. These pillars are the backbone of our commitment to sustainability matters. In addition to the ESG Policy, Keensight adopted its Responsible Investment Policy with the aim of providing more granularity on how sustainability risks and, overall, ESG criteria are considered in the investment cycle.

Both policies⁽¹⁾ have been approved by the Board of Directors, and together, they serve as our ESG general framework. This is characterized by the inclusion of environmental, social, and governance criteria at every stage of our processes and for all investments.

Summary of the pillars of the ESG Policy



100%

of Keensight's AUM covered by our ESG Policy and responsible investment processes

(1) Access the ESG and the Responsible Investment Policies here: <https://www.keensightcapital.com/esg/>

Responsible investment approach

Keensight Capital is dedicated to advancing the implementation of ESG principles throughout all stages of the investment cycle. Our approach goes beyond mere compliance and best practices by adopting a transformative sustainability framework that meaningfully impacts the growth of our companies and contributes to sustainable development.

ESG considerations in the investment cycle

Responsible investing framework



ESG disclosure

We are committed to providing our investors and the general audience, with clear, adequate, and transparent information. In that respect, ESG data is reported regularly through different channels:

- **Publication of an annual stand-alone ESG Report:**

We release an annual ESG report for stakeholders, detailing key initiatives undertaken throughout the year, improvement plans, and relevant KPIs.

- **Annual UN PRI Transparency Report:**

We publish the UN PRI Transparency Report annually, which includes relevant information on our responsible investment activities.

- **Dedicated ESG section on the website:**

We maintain a dedicated ESG section on our website, which hosts relevant ESG policies, reports, documents, and other sustainability information.

- **Collaborative platform - Keensight Connect:**

We have developed Keensight Connect, a platform for founders, CEOs, and managers of Keensight's portfolio companies to share and exchange information and best practices.

- **Incident notification procedure:**

We have established a procedure to inform investors of ESG incidents and corrective measures within our portfolio companies.

- **Incorporation of ESG topics into Annual General Meetings (AGMs):**

ESG-related topics are integrated into AGMs, featuring relevant ESG presentations.

- **Workshops and events for portfolio companies:**

We organize workshops and events, such as the ESG Summit, the CFO Forum, among others, with ESG presentations and interactive sessions for our portfolio companies.

- **On-demand ESG reporting:**

We implement on-demand ESG reporting for investors via data collection processes.

- **Continuous open dialogue with stakeholders:**

We maintain an open dialogue with key stakeholders, providing ad-hoc information and follow-up metrics during regular meetings.

Commitment to industry ESG initiatives

Keensight Capital recognizes the strategic importance of addressing ESG matters and encourages better transparency and disclosure of responsible investment practices across the investment industry, by engaging with colleagues and peers and participating in relevant initiatives.

Signatory of:



Since 2012, Keensight has been a signatory of the PRI, the Principles for Responsible Investment, promoted by the United Nations, and actively participates in its annual reporting campaign, events, and workshops. Moreover, our Head of ESG & Sustainability is a member of the Investor Reference Group on Corporate Reporting.



Keensight is a member of Invest Europe, the association representing Europe's private equity, venture capital, and infrastructure sectors, as well as their investors. Our Head of ESG & Sustainability is a member of the ESG Working Group of Invest Europe.



In 2014, Keensight renewed its commitment to France Invest's guidelines by signing the "Investors for Growth" Charter. In 2020 we joined as a signatory of the France Invest "Gender Parity" Charter. Additionally, we are currently members of the Sustainable Finance working group.



Keensight is a signatory of Initiative Climat International (iCI), a global practitioner-led community of private equity firms and investors that seek to understand and manage the risks associated with climate change.



Keensight is a sponsor of Level 20, an organization dedicated to improving gender diversity in the European private equity industry. We regularly participate and engage in their programs (events, presentations, mentoring, etc.).



Keensight is a signatory to the UN Global Compact, a strategic initiative for businesses dedicated to aligning their operations and strategies with ten universally accepted principles in human rights, labor, the environment, and anti-corruption.



Keensight is committed to the ESG Data Convergence Initiative, which seeks to advance best practices for the collection, processing, and reporting of ESG performance data. The initiative aims to reduce the complexity surrounding ESG data collection and reporting and to ensure investors have access to consistent and accurate ESG data.

B. Internal resources deployed by the entity

ESG organization

Keensight Capital is committed to ensuring the effective implementation of ESG principles in our operations and across our portfolio. To achieve this, we allocate appropriate human, technical, and financial resources, recognizing that each of these elements is inextricably linked to the others as part of our comprehensive ESG strategy.

ESG team

Keensight has structured an ESG team that is responsible for managing, coordinating, and implementing all ESG initiatives at the management company and portfolio levels. They ensure that all processes are adequate and up-to-date with the latest best practices as the market evolves.

ESG initiatives at Keensight Capital are directed by Philippe Crochet, Managing Partner, who plays a pivotal role in leading sustainability efforts across the firm. Ana Alvarez Grullon, who serves as the Head of ESG & Sustainability, is tasked with orchestrating the ESG strategy within the firm and supporting portfolio companies on their sustainability-driven value creation paths. The ESG team has grown with the addition of a new expert, who will strengthen Keensight's ESG capabilities and work closely with the ESG representatives of our portfolio to drive sustainability initiatives and enhance their ESG strategies.

The participation of additional team members is crucial to ensure the advancement of ESG integration. The investment team plays an active role in embedding ESG considerations into overall investment analysis and decision-making processes. Additionally, members from the Performance Team, Platform Team, and Investor Relations area are instrumental in achieving our sustainability goals within their specific functions⁽²⁾.

Collaboration with specialized ESG third parties

Keensight Capital has established a robust network of external ESG advisors, comprising experts who are integral to enhancing our internal capabilities. These advisors provide essential guidance on regulatory matters, insights into evolving sustainability standards and requirements, and assist in developing tools and processes to refine our ESG management practices.

Additionally, they play a relevant role in supporting our portfolio companies by helping design and implement their sustainability programs. This strategic collaboration ensures that our approach remains aligned with industry best practices and responsive to emerging trends.

(2) As of 31.12.2023, an estimate of 7% of total FTEs have ESG responsibilities. This data is calculated by including the share of members' time dedicated to the management of ESG matters, comprised of the ESG team, Investment Team, Performance Team, Platform Team and Investors Relations Team.

ESG training

Keensight is committed to advancing our sustainability goals through focused ESG training, ensuring our team is well-prepared to tackle the challenges posed by the sustainability agenda.

This training is fundamental to our role as a responsible investor, aiming to enhance our compliance, strategic alignment, and long-term value creation through well-informed, sustainable practices.

2023 training sessions summary



Responsible investment update:

Covers critical updates on new regulatory changes and sustainability trends, keeping our team informed and proactive in the evolving landscape of responsible investing.



ESG integration:

Refreshes our internal policies and processes to ensure their implementation aligns with our sustainability goals, reinforcing the integration of ESG principles into our investment strategy.



Good governance best practices:

Strengthens our governance practices, emphasizing the importance of robust governance in driving long-term value.



CSRD implications:

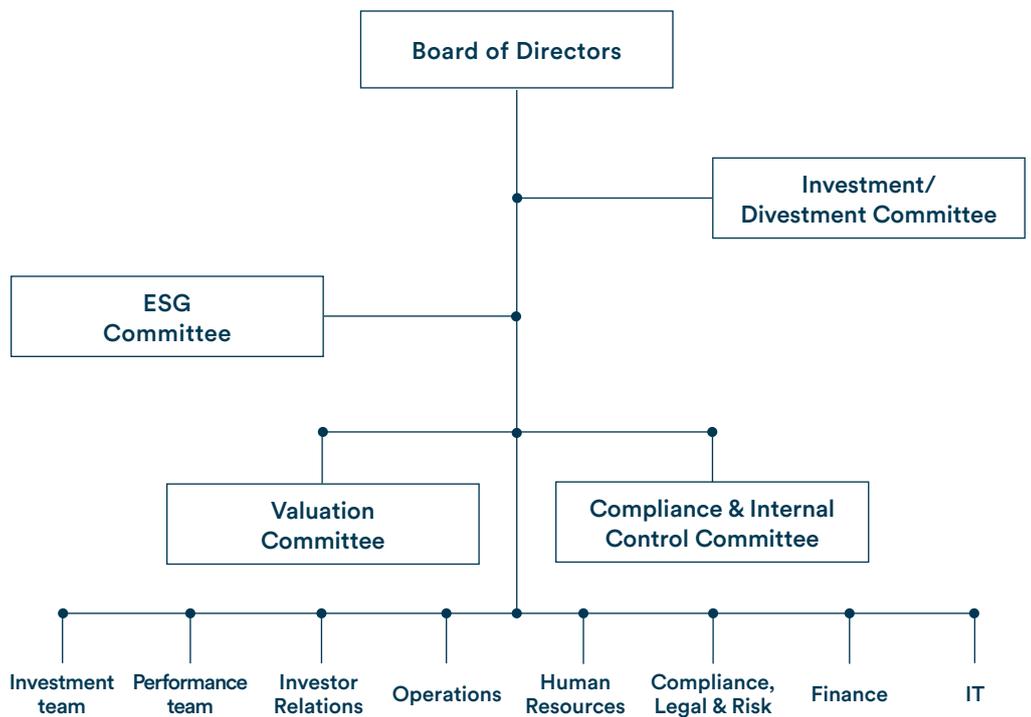
Prepares our team for the Corporate Sustainability Reporting Directive, equipping them with the necessary knowledge and skills to meet these comprehensive reporting standards effectively.

C. Approach to integrating ESG criteria into the entity's governance structure

Keensight Capital has five key governance bodies: the Board of Directors, the Investment/Divestment Committee, the Compliance and Internal Control Committee, the Valuation Committee, and the ESG Committee.

Each of these bodies has specific duties and follows a clear decision-making and escalation process, with ESG being a core aspect of their responsibilities.

For instance, the Investment Committee analyzes ESG risks and opportunities for each potential investment, while the Compliance and Internal Control Committee manages ESG-related risks and ensures the proper implementation of Keensight's policies and procedures. Additionally, the Board of Directors oversees and assesses Keensight's ESG performance, ensuring the company adheres to its ESG commitments and strategies.



Keensight has established an ESG Committee, which holds the responsibility of monitoring the implementation of our ESG strategy and associated actions. The Committee also presents performance indicators and follow-up reports to the Board of Directors.

This structured approach ensures that relevant sustainability and ESG topics are effectively channeled to the appropriate governance bodies for more effective oversight⁽³⁾.

(3) To review the knowledge, skills, and experience of the ESG team, please access the information on our website: <https://www.keensightcapital.com/esg/>

Members of the ESG Committee:



PHILIPPE CROCHET
Managing Partner



STANISLAS DE TINGUY
Partner - Investment Team



ANA ALVAREZ GRULLON
Managing Director -
Head of ESG & Sustainability



ARNAUD COHEN
Partner - COO

7
permanent
members



JAMES MITCHELL
Partner - Investment Team



BRUNO FRITSCH
Partner - Head of
Keensight Performance



SYLVIE MERCIER
Human Resources Director

Distribution of ESG responsibilities across Keensight

Investment / Divestment committee

- Oversees the application of ESG policies and procedures;
- Assesses and embeds ESG risks and opportunities within their decision-making process;
- Provides context and expertise on the link between financial and nonfinancial opportunities.

Investment team

- Performs initial ESG assessments;
- Ensures ESG risks and opportunities are thoroughly analyzed;
- Monitors the incorporation of ESG provisions at all stages of the investment cycle;
- Helps track ESG progress throughout the holding phase.

ESG team

- Dedicated Managing Partner overseeing the correct integration of ESG factors;
- Full-time ESG team (Head of ESG & Sustainability and ESG Associate) in charge of developing the ESG strategy and deploying operational ESG processes;
- Supports the investment team in the assessment and review of ESG performance;
- Leads the ESG Value Creation Program with portfolio companies;
- Participates in ESG-related sector initiatives.

Platform teams

- Helps in the implementation of specific ESG tasks;
- Channels ESG-related demands from different stakeholders;
- Ensures the correct integration of mandatory ESG disclosure and reporting for stakeholders and regulators;
- Performs controversy check, including screening against sanction list on investment opportunities;
- Ensures the correct integration of ESG in their own procedures.

ESG-linked remuneration

Keensight Capital has implemented a Remuneration Policy⁽⁴⁾ that emphasizes the importance of establishing clear objectives and a robust risk management framework, including the consideration of sustainability risks. The variable remuneration of all team members is tied to responsible investment performance, with collective objectives for the entire team and individual objectives for those involved in the ESG team.

When assessing the achievement of ESG objectives, several factors are taken into account. These include incorporating ESG criteria into the investment memorandum, conducting ESG reviews for all new investments, and incorporating ESG topics into the agenda of Board meetings. In the reported period, we achieved a 100% score in each of these elements, reflecting our commitment to ESG and responsible investment practices.

In 2023, the objectives framework was updated to include enhancements such as new targets for managing climate change and reducing greenhouse gas emissions.

(4) Access the Remuneration Policy here:
<https://www.keensightcapital.com/wp-content/uploads/2024/06/Webversion-Remuneration-Policy-vdef.pdf>

D. Engagement strategy with portfolio companies

Keensight Capital's Engagement Policy⁽⁵⁾ outlines our commitment to long-term value creation across all operations and investments.

This policy encompasses our voting guidelines, strategy monitoring, performance metrics (both financial and non-financial), risk management, capital structure, social and environmental impact, corporate governance, and stakeholder communication. It also addresses the exercise of voting rights, collaboration with other shareholders, and the prevention and management of conflicts of interest.

Keensight reports on its voting policy in its Annual Report. According to our voting policy, Keensight Capital participates in Annual Shareholders' Meetings whenever it holds more than 5% of a company's shares, either directly or indirectly. This currently applies to all our portfolio companies.

Furthermore, we have established a dedicated organizational framework for analyzing resolution projects to ensure our voting decisions are well-informed and aligned with each specific proposal.

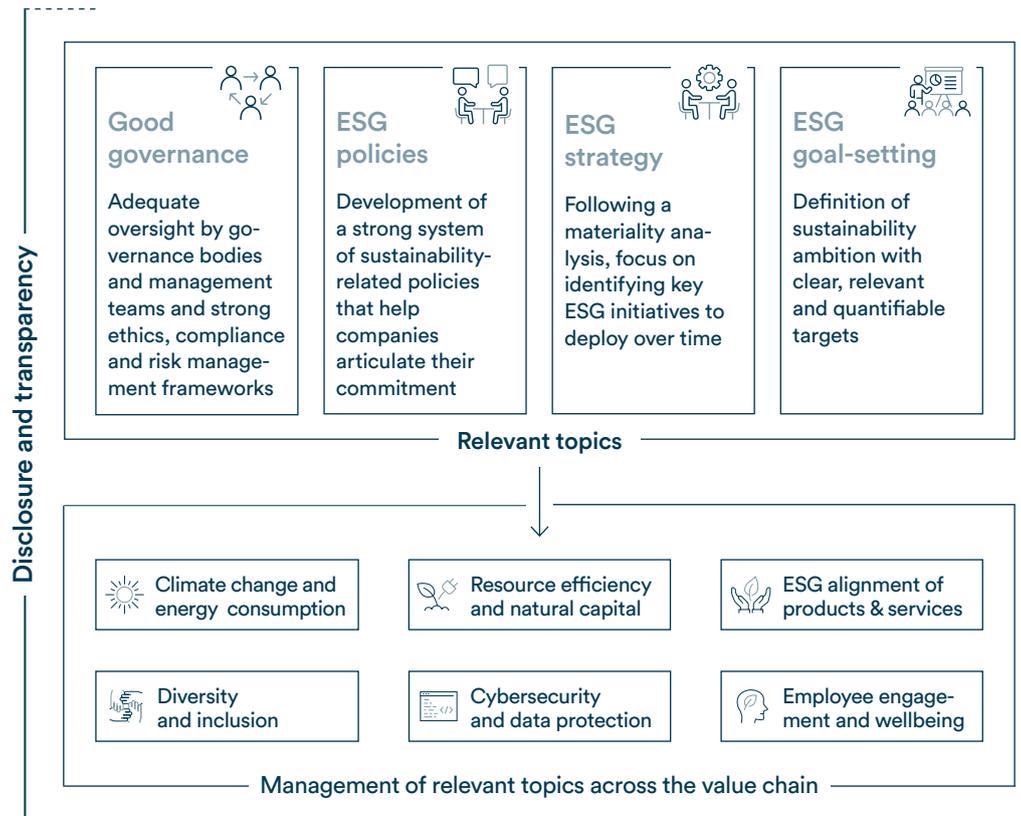
ESG engagement

Keensight actively engages with 100% of portfolio companies to encourage sustainable practices. We have an ESG onboarding process for newly acquired investment, including an overview of our vision for ESG, information on our resources and capabilities, and an introduction to our ESG Value Creation Program.

We also conduct ESG due diligence and develop ESG strategic plans to assess and improve the ESG maturity of our companies. Ongoing dialogue and engagement, including regular meetings and feedback mechanisms, further ensure ESG objectives are on track and progress is made.

(5) Keensight publishes an annual Engagement Policy Report in compliance with articles L.533-22 and R.533-16 of the French Monetary and Financial Code. This report details the actions and measures undertaken in 2023 to implement our Engagement Policy. Access the Engagement Policy here: <https://www.keensightcapital.com/wp-content/uploads/2024/06/Keensight-Engagement-policy-v4-def.pdf>

ESG engagement priorities



We measure the success of our responsible investment strategy through continuous monitoring and data collection. Accordingly, we have established an annual reporting process and implemented dedicated software to track progress, identify areas of improvement, and generate detailed reports on sustainability performance. Additionally, we prepare scorecards that are used for discussions with management teams to assess where sustainability roadmaps need to be revised and enhanced.

E. European taxonomy and fossil fuels

Keensight's investment strategy focuses on two specific sectors: Technology and Healthcare. Thus, Keensight does not have any investment in the fossil fuel industry.

As of December 31, 2023, no investments have been classified according to the EU Taxonomy (Regulation EU 2020/852 of the European Parliament and of the Council of 18 June 2020).

F. Climate change strategy and the Paris Agreement

Keensight commitment to tackling climate change is articulated in the ESG Policy, Pillar 6. We are committed to establishing the necessary measures to reduce the environmental impact of our activities. In this sense, in 2016, Keensight Capital joined the Initiative Climat International (iCI), a global, practitioner-led community of over 200 private markets firms and investors representing over US\$3.2 trillion in AUM that seeks to better understand and manage the risks associated with climate change.

Since 2016, Keensight Capital has been an active signatory of the initiative, participating in the sessions organized to share knowledge and best practices. As a result of this, we have embedded the initiative's methodological approach to assess climate risks and opportunities in our investments. Climate risks and opportunities are assessed from short, medium, and long-term perspectives with the objective of understanding the potential consequences of physical and transition risks on the businesses and determining adequate action plans to mitigate such risks.

More specifically, the iCI's methodological approach comprises three stages:

- During the investment phase: Conducting comprehensive assessments of the carbon impact on the future development of the business, including an in-depth analysis of the challenges and opportunities posed by climate change.
- During the holding phase: Engaging in raising awareness of climate change among our management teams, as well as promoting the development of a materiality analysis of the company's carbon impacts. Based on the results, certain implementation strategies are recommended to reduce the carbon footprint and maximize the company's opportunities.
- During the exit phase: Capitalizing on the significant improvements made and major progress achieved.

Our commitment to net zero

Keensight Capital is committed to reaching net zero emissions by 2040 across our operations and within our relevant portfolio companies. Over the course of 2023, we have initiated a series of strategic collaborations with external experts, leveraging their insights to identify the best practices for our net zero ambition. These collaborations, alongside the dedicated work of our ESG committee, have been instrumental in identifying effective levers for emission reduction.

The first step in our journey has been to conduct a comprehensive assessment of our carbon hotspots—the areas within our operations and investments that have the most significant environmental impact. With the support of this data, we are actively engaging with our portfolio companies, providing guidance and resources to assist them in their own decarbonization journeys. We have committed to the Science Based Targets initiative (SBTi), which provides a rigorous framework for setting actionable and objective goals for reducing emissions. We are currently in the process of establishing both short-term and long-term objectives that will serve as milestones on our path to net zero.

Also, we are investing substantial effort in refining our climate disclosure framework and enhancing our data management capabilities.

Decarbonization roadmap

Understanding our current emissions

Set up the right tools to understand our emissions as well as our portfolio's footprint and to keep a proactive monitoring approach.

01

Defining decarbonization ambition

Develop a decarbonization roadmap, identifying reduction levers.

02

We are here

Setting targets

Define the target architecture incorporating the appropriate trajectories.

03

Refreshing monitoring tools

In relation to the targets set, establish adequate reporting channels and strong monitoring by key governance bodies.

04

Keensight is committed to a rigorous and continuous evaluation of the reduction efforts within our portfolio. To ensure we meet our ambitious sustainability objectives, we will systematically assess the effectiveness of various reduction levers and monitor the implementation of decarbonization plans.

Decarbonization support for portfolio companies:

Keensight supports its portfolio companies in the definition and implementation of their decarbonization plans through our dedicated ESG team and advisors. Climate topics are a central component of our ESG roadmaps, which are developed for all investments and closely monitored to ensure effective execution.

Climate reporting:

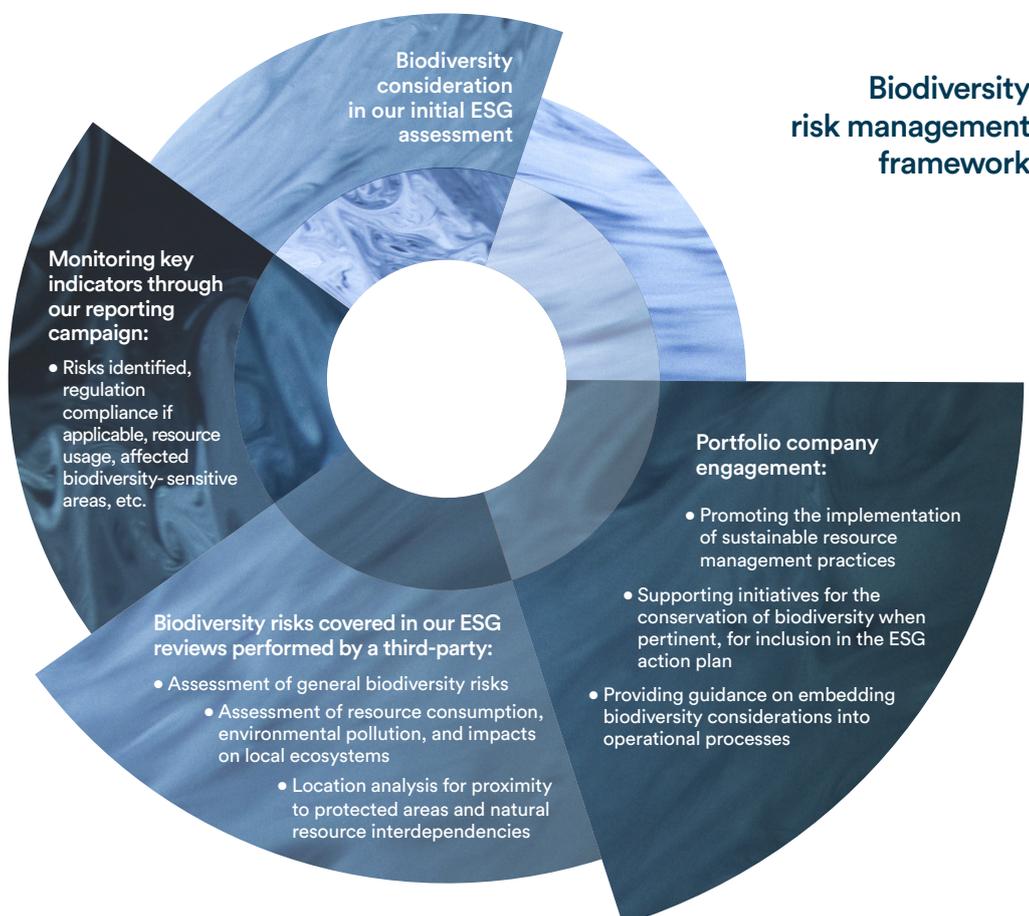
Assessing climate indicators is essential for tracking performance improvements and ensuring accountability. We integrate these KPIs into our ESG reporting campaigns to measure progress and impacts accurately. Our metrics encompass scope 1, 2, and 3 emissions, energy consumption data, renewable energy usage, among others. Additionally, we track the percentage of our portfolio that has completed full carbon footprint assessments, adopted decarbonization plans aligned with a 1.5°C trajectory, and set specific emission reduction targets.

G. Strategy for biodiversity management

Keensight's Responsible Investment Policy explicitly incorporates biodiversity management, recognizing the critical importance of these factors in our investment decisions. By aligning with the «Investors for Growth» Charter promoted by France Invest, we not only adhere to but actively promote best practices in the preservation of ecosystems and biodiversity. This alignment enhances our efforts to ensure that our investments contribute positively to environmental sustainability.

Biodiversity as part of our ESG assessments:

- We evaluate how our investments could impact biodiversity, focusing on resource consumption, environmental pollution, and potential effects on local ecosystems.
- Our assessments include analyzing the location and surroundings of operations to identify proximity to protected areas and dependencies on natural resources, ensuring operations do not adversely affect sensitive ecosystems or species.



Integration in investment decisions:

While biodiversity management may not be a material topic within the industries we invest in, and considering the specific business models and geographical scope of our target investments, we firmly recognize the importance of biodiversity conservation. Therefore, we have integrated biodiversity considerations into our investment approach, ensuring comprehensive evaluation and assessment at various stages to mitigate potential risks and promote the adoption of best practices.

We actively encourage our portfolio companies to adopt best practices that promote biodiversity conservation. This commitment includes implementing sustainable resource management practices, minimizing environmental impacts, and supporting initiatives aimed at the protection and restoration of biodiversity.

We engage closely with our portfolio companies, raising awareness about the importance of biodiversity and providing targeted guidance on integrating these considerations into their operations and decision-making processes. Through these efforts, we aim to foster a deep-rooted commitment to environmental stewardship across our investments.

Monitoring and reporting:

As part of our commitment to transparency and continuous improvement, our annual reporting campaign includes an assessment of biodiversity management within our reporting framework.

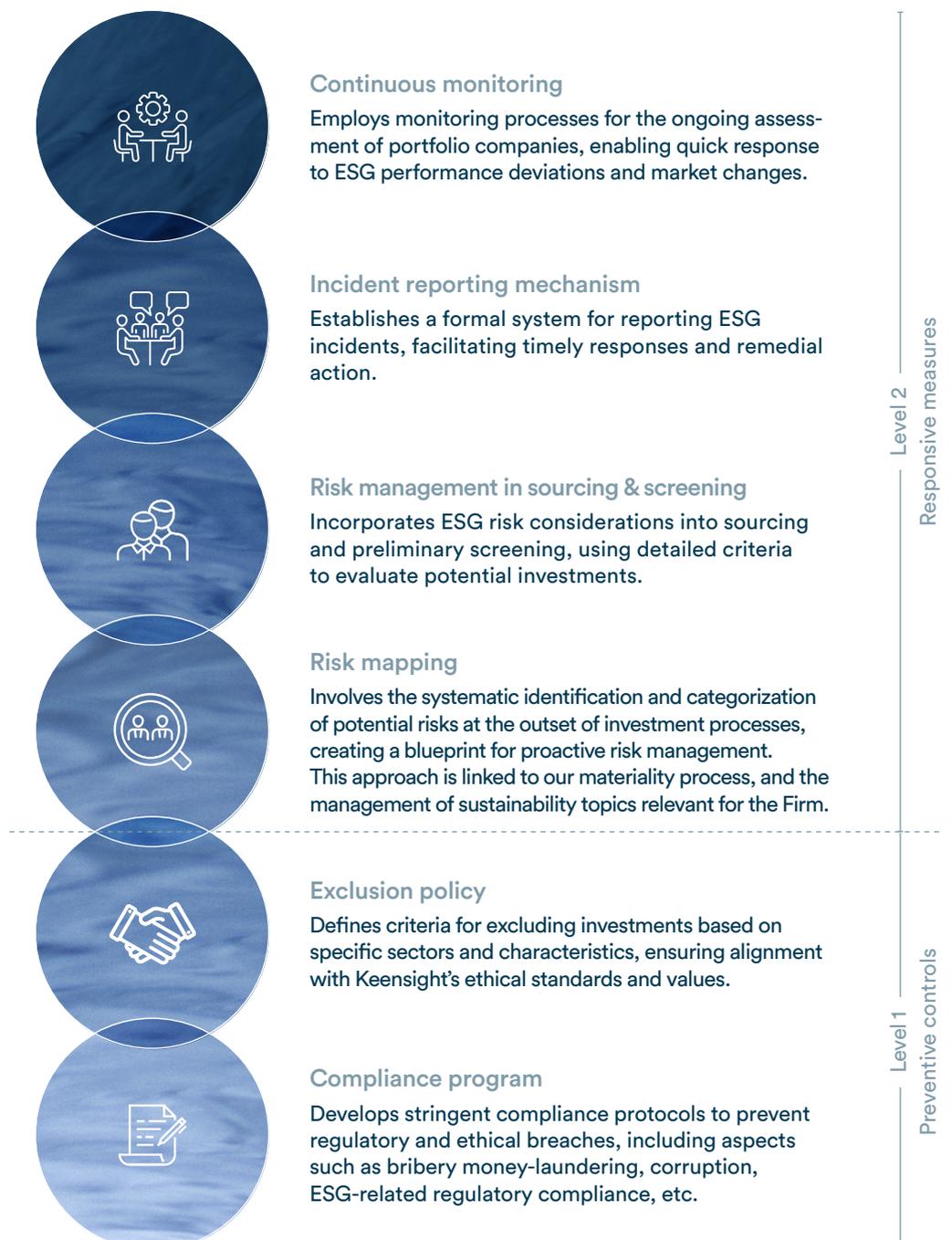
We monitor several key indicators to assess performance in this area, including:

- **Biodiversity assessments conducted:**
Tracking the number and scope of biodiversity evaluations, if applicable.
- **Regulatory compliance:**
Ensuring adherence to biodiversity-related regulations.
- **Resource use:**
Monitoring the consumption and management of resources in operations.
- **Impact on biodiversity-sensitive areas:**
Assessing any effects on areas identified as sensitive to biodiversity changes.
- **Restoration efforts:**
Evaluating the efforts made towards the restoration of natural habitats, if relevant.

H. Approach to ESG criteria in risk management

Keensight Capital employs a robust risk management system throughout the entire investment process. This system includes assessing risks associated with potential investments, ongoing monitoring to ensure risk limits align with each fund's risk profile and the establishment of corrective measures. Our risk management framework incorporates ESG aspects as outlined in our Responsible Investment Policy⁽⁶⁾.

ESG risk management framework



⁽⁶⁾ For more information, please refer to our Responsible Investment Policy.

Our risk management framework undergoes periodic reviews to ensure its effectiveness and responsiveness. We conduct regular assessments to evaluate the adequacy of our risk management processes, identify areas for improvement and align with evolving regulatory requirements. By maintaining a proactive approach, we continuously enhance our risk management capabilities and adapt to emerging challenges.

Our approach involves a thorough analysis of the key environmental, social, and governance risks that may impact our investments. We assess the characteristics of each risk, including its nature, potential occurrence and frequency, as well as impact. Specifically in relation to climate change and biodiversity, we focus on the following risk and opportunity categories.

Key opportunities and risks associated with climate change and biodiversity



Physical risks

These include exposure to physical consequences arising from environmental factors such as climate change and biodiversity loss. We evaluate factors like extreme weather events, rising sea levels, and habitat degradation to understand the potential impact on our investments.



Market opportunities

Addressing climate change presents market opportunities for companies to enhance their reputation, strengthen their market positioning, and meet the evolving demands of stakeholders and customers. By adopting sustainable practices and aligning with climate goals, our portfolio companies can build a positive reputation as responsible and forward-thinking organizations. This reputation enhances their credibility, trustworthiness, and attractiveness to investors, partners, and customers who prioritize sustainability.



Transition risks

We consider the risks associated with the ongoing transition towards a more sustainable economy. This includes evaluating the implications of environmental objectives outlined in relevant regulations. By analyzing market dynamics, policy shifts and technological advancements, we assess the potential impacts on our investments and adjust our strategies accordingly.



Innovation opportunities

We prioritize investments in companies that are driving innovation and developing new products and services aligned with climate goals. In this sense, we encourage our portfolio companies to benefit from emerging technologies, business models and innovative offerings that have the potential to reshape industries and contribute to climate resilience.



At Keensight Capital, ESG risks, including climate risks and biodiversity risks, are integrated at each stage of the investment process. From our initial ESG assessments and due diligence to the construction of ESG action plans and the monitoring of progress, we ensure that these risks are thoroughly identified, evaluated, prioritized, and managed. During the due diligence phase, we prioritize material and sector-specific risks, assessing their potential impact on our investments. This evaluation continues throughout the ownership phase, supported by our ESG Value Creation Program, and continuous monitoring, which provides detailed qualitative and quantitative data on risks and performance. Each portfolio company is assigned an individual ESG action plan to track and manage these risks effectively.

Regular updates and reviews are conducted with individual deal teams and then presented to the Investment Committee to ensure that all ESG-related risks and opportunities are integrated into our investment strategy and decision-making processes.

One key element of our continuous improvement approach is the regular measurement of portfolio alignment with our ESG goals. By analyzing these results and engaging with management teams, we identify specific areas where improvements can be made and develop targeted action plans to address them.

Effective data management is crucial for accurate ESG performance assessments, enabling us to make informed decisions and optimize our sustainability initiatives. Recognizing the importance of reliable ESG data, we have implemented advanced internal tools to automate the collection and analysis processes.

Additionally, to tackle challenges related to ESG data integrity and consistency, we have enhanced our internal capabilities through comprehensive training and capacity-building initiatives.

List of financial products under the SFDR Regulation 2019/2088

With regards to Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector (“SFDR”), as of December 31, 2023, Keensight’s financial products are classified as follows:

Fund name	Classification
Keensight Spark I SLP	Article 8
Keensight Nova VI A SLP	Article 8
Keensight Nova VI B SLP	Article 8
Keensight Unither Co-Investment SLP	Article 8
Keensight Nomios Co-Investment SLP	Article 8