

Walker Report

We support the Walker guidelines that cover the UK private equity sector and share the view that the Private Equity industry should work to provide a better understanding of its function and its contribution to economic performance, in terms of employment, productivity, investment and growth.

To this end, we are happy to confirm our commitment to conform to the final guidelines and we will certainly work to promote conformity amongst our portfolio companies.

History of Lyceum Capital

Lyceum Capital was established in 1998 as a subsidiary of WestLB AG. It executed a buy-out in 2006 and has operated since then as an independent entity owned by a broad base of its professional staff members. Its focus is on investing in lower middle market buy-outs of platform companies headquartered in the UK with transformation opportunities that can consolidate fragmented markets. Lyceum's average hold period is over four years.

More detail on our successful approach can be found in the rest of this website.

Management

Lyceum Capital's holding entity and the manager of the two Lyceum Capital funds is Lyceum Capital Partners LLP ("LCP"). LCP is authorised and regulated by the FSA. Its Board of partners ("LLP Board") have responsibility for management of LCP on behalf of its members. The LLP Board is led by Philip Buscombe (CEO) and Jeremy Hand (Managing Partner). Reporting to the LLP Board are the Management Board and Remuneration Committee.

Aims, Culture and Remuneration

Lyceum exists to deliver consistently top quartile returns to its investors. We are committed to being successful for our investors by:

- taking informed risks
- being highly professional and acting with consistency and integrity
- being independently minded, innovative and decisive
- harnessing individuals' strengths and experiences and working as a team

Lyceum strives to offer its executives and enjoyable, stimulating and respectful workplace environment. The Firm aims to provide competitive remuneration and investment opportunities to its executives that are:

- participative
- reflect individuals' contribution and performance
- based on generating long-term excellent cash returns for our investors.

Conflicts of Interest

Lyceum Capital has sought to structure itself to avoid potential conflicts of interest.

However, as in any investment business potential conflicts are possible. To resolve any potential issue, we operate a Conflicts Policy which all staff are aware of and work to. This is designed to help identify potential conflicts and to provide a process for avoiding or resolving them.

In the first instance, this involves referral to LCP's compliance officer and/or Messrs Buscombe or Hand. If appropriate, any conflict may then be referred to the relevant fund's



Investor Advisory Committee established by that fund's documentation (and consisting of investors potentially affected by any potential conflict).