

Environmental, Social and Governance (ESG) Policy

Frazier Healthcare Partners believes that a consistent focus on its ESG practices leads to better investment outcomes while also taking into account the Firm's role in and broader impact on the environment and society in which the Firm's and its portfolio companies operate.

The Firm takes its responsibility seriously and continually monitors the broad consequences of every investment to ensure we are taking all of our stakeholders' concerns into account.

Given the Firm's singular focus on the US healthcare industry, we strive to create companies that have positive impact on the healthcare system primarily by enhancing the cost benefits to the relevant stakeholders.

In analyzing a potential *investment as well as working with existing portfolio companies*, Frazier Healthcare Partners will incorporate the following considerations into its work:

- Consider environmental, public health, safety, and social issues associated with potential companies when evaluating whether to invest in a particular entity, as well as during the period of ownership.
- Be accessible and responsive to appropriate and relevant stakeholders either directly or through representatives of portfolio companies, as appropriate.
- Seek to grow and improve the companies in which we invest through long-term sustainability initiatives, while also considering environmental, social and governance issues.
- Through our direct involvement with each portfolio company management and the appropriate governance structures (e.g. board of directors; committees), we will seek to improve performance and minimize any potential adverse impacts with respect to environmental, public health, safety, and social issues.
- Use governance structures (e.g. Audit/Compliance Committee) that promote strong level of oversight of each portfolio company in relevant aspects of the Firm's ESG policy.
- Remain committed to compliance with applicable national, state and local laws in the various jurisdictions in which we invest; support the payment of competitive wages and benefits to employees, and provide a safe and healthy workplace in the

conformance with national and local law; and

- Although the majority of the Firm’s investments are within the US, our portfolio companies may have or acquire companies in foreign jurisdictions. In those cases, the Firm will strive to ensure that strict policies prohibiting any form of bribery and other improper payments to public officials consistent with the U.S. Foreign Corrupt Practices Act, similar laws in other countries, and the OECD Anti-Bribery Convention are strictly adhered

The Firm’s Compliance Committee is charged with consistently reviewing and monitoring our performance in implementing and advancing these ESG principles.

In order to foster transparency about the Firm’s performance in this area, we will provide information to our limited partners in our activities, efforts and progress on these matters as part of our regular reporting schedule.

We will encourage and work with our portfolio companies to advance these same principles in a way consistent with our fiduciary duties.