



## Corporate Social Responsibility Strategy

At Main Street, we maintain a corporate culture that emphasizes social responsibility, and we have embedded four pillars of focus into our corporate social responsibility strategy: *Philanthropy, Education, Health & Wellness and Diversity*. We believe that these pillars provide a strong foundation to foster a robust sense of community at Main Street.

### Philanthropy

Main Street is a dedicated proponent of connecting our people with volunteer opportunities through a network of local charitable and non-profit organizations. On an annual basis, we solicit feedback from our employees regarding the charities they want to support. Based upon their most recent feedback, we currently support the following charities: Child Advocates, Rescued Pets Movement., Ronald McDonald House, Houston Arboretum & Nature Center and Memorial Assistance Ministries (MAM). Our support for these specific charities includes a combination of financial support from Main Street and our employees and contribution of the time and talents of our employees at specific events or other requests of each charity.

In addition, we enable our employees to better serve their communities through our Vacation Time-Off (VTO) program and the Main Street Matching Donation program. Our VTO program provides Main Street employees additional paid time off to participate in volunteer activities at the local charities of their choice. As part of the VTO program, Main Street works to facilitate a Main Street group event each quarter in an effort to increase employee participation. Our Matching Donation program matches individual employee contributions on a dollar for dollar basis starting at a minimum employee contribution of \$100 up to a maximum of \$1,000 per employee per calendar year. As a part of the Matching Donation program, Main Street also has the Dollars for Doers Matching initiative for employees who volunteer during their personal time. When an employee provides volunteer hours with an eligible charitable organization, Main Street will provide a charitable donation to that organization to match the employee's volunteer activities. Under these programs, we are proud to have generated significant contributions to local non-profit organizations.

### Education

At Main Street, we value our relationships with our portfolio companies, employees and their families. We have an annual scholarship program to provide educational opportunities to children of our employees and the employees of our portfolio companies. Since implementing this scholarship program in 2017, we have committed over \$1,000,000 to the program and have paid out over \$700,000 in scholarships to date.

Additionally, Main Street offers an employee charitable contribution matching program to encourage our employees to give back to the educational institutions of their choice.

## **Health & Wellness**

Main Street contributes to the well-being of our employees through health and wellness programs that foster a healthy lifestyle. We provide our employees comprehensive health insurance with 100% of the premiums for employees and a significant portion for their dependents paid by the company, flexible spending accounts for medical and dependent care and short- and long-term disability and life insurance. We also support healthy living initiatives by sponsoring a run club, providing gym memberships to employees and offering in office biometric screenings and CPR/first aid classes.

## **Diversity**

Main Street aims to develop a more diverse and inclusive workforce through our Women's Initiative. We seek to recruit, retain and promote accomplished women in the financial sector. One example of how we foster this initiative is through sponsoring a women's networking group that meets quarterly and presents an open forum to discuss relevant topics relating to the profession, the financial industry and our firm. The networking group is intended to build mentor relationships, host training sessions and encourage the development of our female professionals to reach their full potential.

Main Street believes that our long-term success is built upon integrating these positive social pillars into our business. Through our platform, we are committed to serving the community while maintaining long-term value creation for our stakeholders.