

GENUI

Good Entrepreneurship



GENUI II ESG Report
— 2021 —

Welcome

Our objective is to create long-term value by balancing attractive financial returns with social and ecological impact.

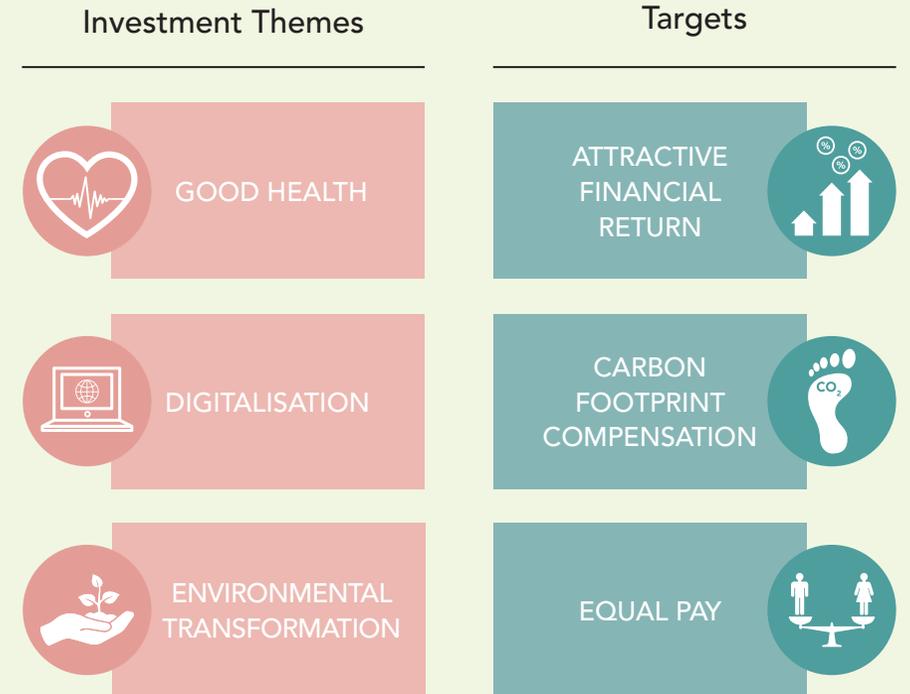
Culture eats strategy ... You probably have heard this too many times. Nonetheless, it is a conviction that drives what we do. We believe that great companies have a strong culture of 'doing the right things right'. This method that results in a healthy balance of financial return and social and ecological impact is what we call Good Entrepreneurship. It is what we try to live and promote at GENUI.

Now, what does 'doing things right' mean for us? When we founded GENUI in 2014, we knew we wanted to generate an impact: something that goes beyond a merely financial view of success. And, we took a long-term view from the start, manifested by our investment structure allowing holdings beyond a decade. Over the course of establishing GENUI II, we set ourselves the goal to encourage all our portfolio companies to start compensating their carbon footprint during our ownership, thereby accelerating the transition to a more environmentally sustainable economy.

We also put our heads together to design a set of key performance indicators (KPIs) and priorities allowing us to measure tangible progress on core social and governance aspects. While we encourage diversity, employee satisfaction and other key social aspects, we feel that achieving equal pay in portfolio companies during our ownership is a very meaningful way to address social inequality and have made it our central social goal.

Trying to do the right things led us to focus on companies that contribute to advancing what we regard as three of our society's central tasks: good health, digitalisation and environmental transformation. Our GENUI II portfolio companies ZNS Bottrop, Physio Holding and labor team w promote good health. Mindcurv and FACT-Finder built their businesses around helping companies master the challenges that digitalisation brings. Argentus, by enabling real estate owners to bring their properties onto the path of carbon reduction, plays a role in the environmental transformation of one of the most energy-intensive sectors of our economy.

GENUI



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ESG lies at the heart of our strategy

We encourage our portfolio companies to make a difference.



Environmental

We are committed to carbon footprint compensation.

In the long term, a successful transition to a carbon neutral economy is crucial for safeguarding the health of our ecology, society and economy. Hence, GENUI wants to contribute to accelerating this transition by encouraging portfolio companies in compensating their negative environmental footprint.



6/6

Portfolio companies compensated for all carbon emissions.



~2,639 tons

CO₂ offset by GENUI and its portfolio companies in 2021.



~ 6.9 tCO₂e/ €million

Carbon intensity per unit of revenue portfolio companies.¹



Social

We drive equal pay and measure social impact.

Our ambition is to allow successful companies to develop even better. And we are convinced that organisations that are diverse, family-friendly and offer equal pay perform better. We also invest in companies that have an inherent social impact: We measure their value to society and support them to increase it.



5/6

Portfolio companies realised equal pay.



Women on management board.

Net value to society generated by portfolio companies.



Governance

We are serious about good governance.

We know how important professional governance is for the long-term success of a company. Hence, we implement robust governance structures and policies at GENUI and encourage our portfolio companies to consider doing so as well, and commit to sustainability and impact management standards of recognised international bodies.



Operating Principles for Impact Management

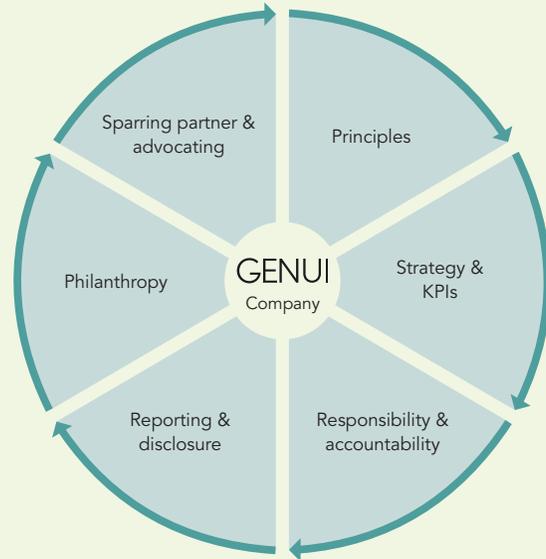
Signatory to International Finance Corporation's Operating Principles for Impact Management.



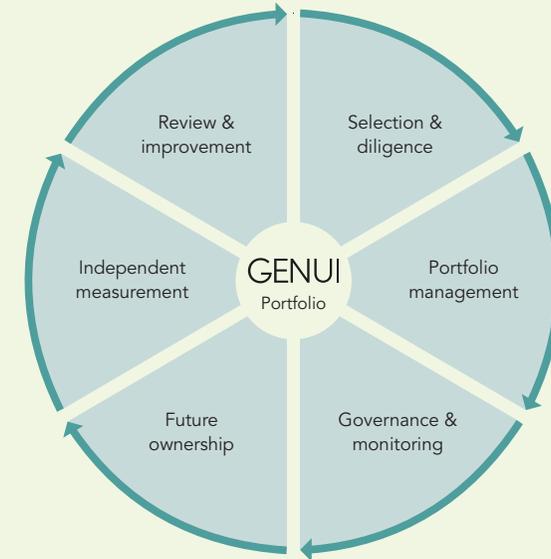
Among the top 5% signatories of Task Force on Climate-related Financial Disclosures taking a strategic approach to climate risks.²

Sustainability is integrated in every aspect of what we do

The GENUI Sustainable Investing Framework ensures that sustainability is not only embedded in our own operations, but also integrated throughout our investment process and activities.



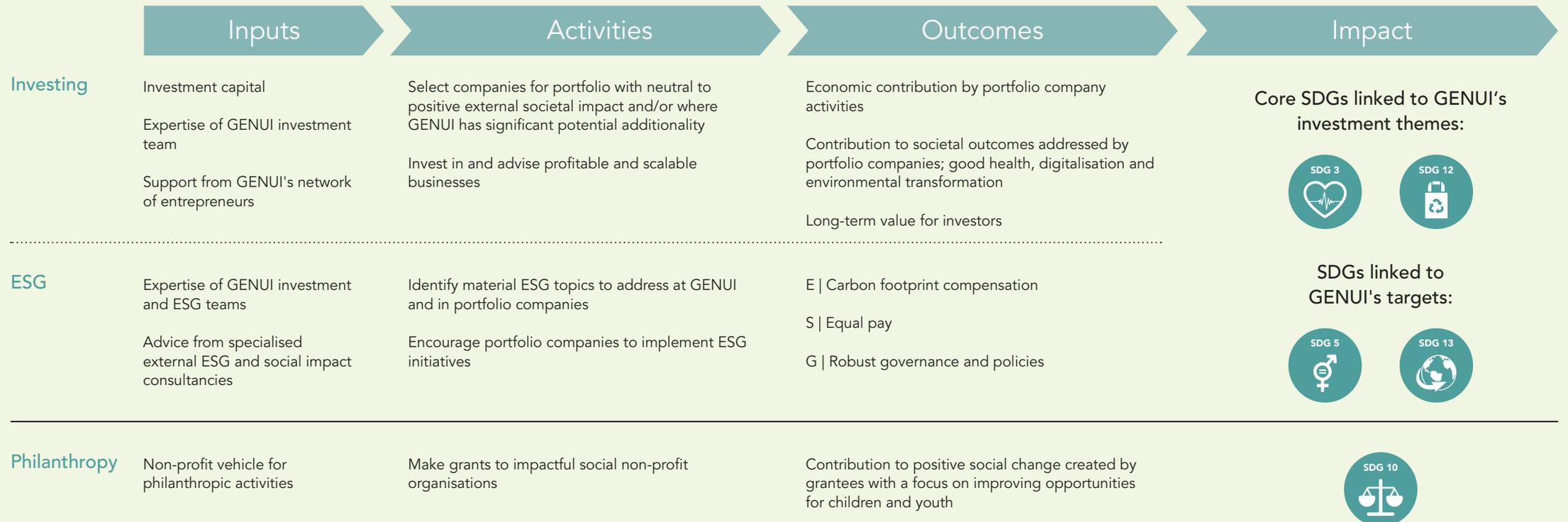
Sustainability is anchored in GENUI as a company through our sustainability principles as well as our strategy and KPIs. It is owned by GENUI's top leadership and supported by dedicated staff who ensure that we remain accountable to our sustainability goals and make timely disclosures on ESG risks and performance. Beyond our business investments, we contribute to our community by supporting impactful local social organisations. At the broader industry level, we are engaged in advocacy initiatives to accelerate the development of an ecosystem that is conducive to sustainable and impactful investing.



ESG considerations are integrated throughout the GENUI investment cycle. As early as the pre-deal stage, we make sure that through each investment, we generate either a positive societal impact or reduce negative social externalities – through the nature of the business or by encouraging initiatives to improve ESG performance – in particular to achieve carbon footprint compensation and equal pay. While planning the exit, we take into account the track record and the intent of the following owner. Throughout the process we support independent measurement, reporting and disclosure.

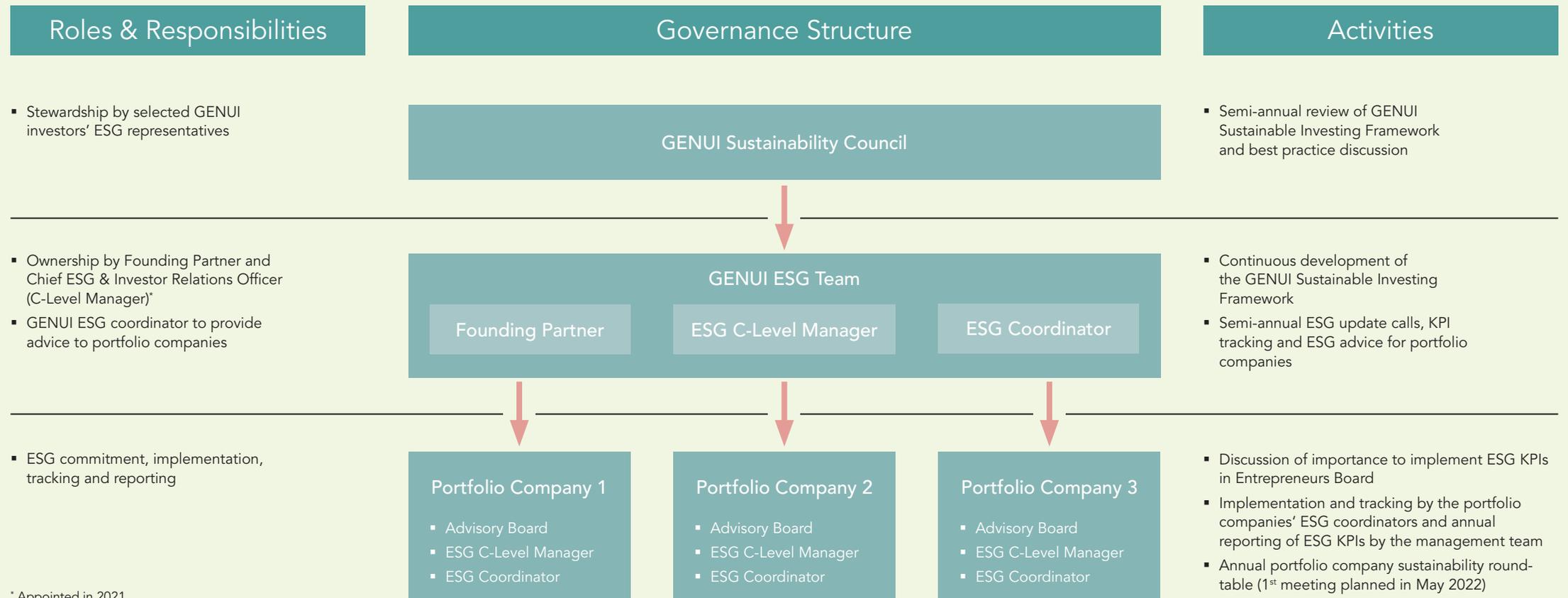
We aim to achieve sustainable impact through long term value creation

Our theory of change acts as the conduit between our immediate actions and long-term impact, and enables us to articulate our contribution to the Sustainable Development Goals (SDGs).



We have a robust governance to steer our sustainability endeavours

Our sustainability governance structure ensures senior-level commitment both from GENUI as well as its portfolio companies. It enables us to continuously track progress, and identify and encourage ESG-related initiatives.



* Appointed in 2021.

GENUI supports leading sustainability initiatives and principles

We not only apply leading principles to our own investing and operational activities but also support initiatives that work towards the promotion of sustainability in the overall investing industry.

Sustainable Investing Principles

In our investment processes, we employ principles that are established industry benchmarks. These include the Principles of Responsible Investment developed by the United Nations (UN) and the Operating Principles for Impact Management (OPIM) developed by the World Bank's International Finance Corporation (IFC).



Disclosures on Sustainability

We make public disclosures on how sustainability risks and opportunities are incorporated in our activities. Our approach is in line with the EU's Sustainable Finance Disclosure Regulation (SFDR) and Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD).



ESG Issues and Measurement

In the sustainability assessment of potential investments, we prioritise the topics identified by the Sustainability Accounting Standards Board (SASB) as particularly material with regard to the respective industry. We carry out impact analysis using the Impact Management Project's (IMP) five dimensions of impact and the IRIS+ framework. In 2021, we joined the ESG Data Convergence Project of the Institutional Limited Partners Association (ILPA), which seeks to standardise ESG metrics and provide a mechanism for comparative reporting.



Operational Principles

We are a signatory of the Climate Neutral Now initiative launched by the UN Framework Convention on Climate Change (UNFCCC) and the Women's Empowerment Principles (WEP) established by the UN Global Compact and UN Women. We promote the principles of climate neutrality and women's empowerment in all our portfolio companies. In 2021, we reached the verification stage in the process of becoming a Benefit Corporation (B Corp).



Advocacy for Responsible and Impact Investing

We are associated with organisations promoting responsible and impact investing at the German as well as global level. With the Bundesinitiative Impact Investing (Federal Impact Investing Initiative, Germany), we work towards strengthening the impact investing ecosystem in Germany and with GIIN, towards deepening our engagement in the impact investing industry globally. We are also a part of the Affiliate Network of the Invest Europe Responsible Investment Roundtable.



We place strong emphasis on measurement and transparent reporting

We seek to apply a comparable level of scrutiny and rigour to the measurement and reporting of ESG impacts as our financial performance. We work with established guidelines, principles and partners in this endeavour.

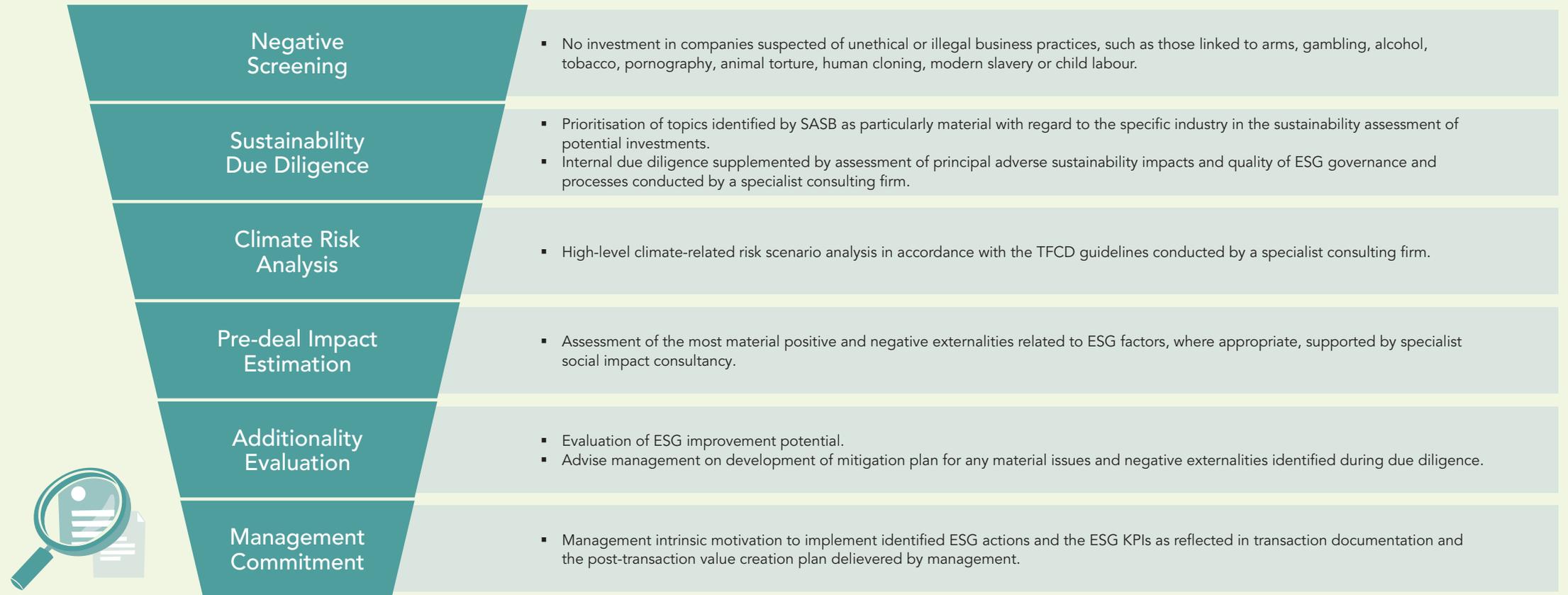
Aspect	ESG Performance	Financial Performance
Data collection, accounting and measurement / valuation	<ul style="list-style-type: none"> ▪ GENUI ESG team ▪ Value for Good 	<ul style="list-style-type: none"> ▪ GENUI finance team ▪ KPMG
Audit and verification of process, data, measurement / valuation	<ul style="list-style-type: none"> ▪ ERM CVS 	<ul style="list-style-type: none"> ▪ Ernst & Young
Process and data principles	<ul style="list-style-type: none"> ▪ IFC Operating Principles 	<ul style="list-style-type: none"> ▪ German GAAP (HGB)
Valuation / measurement principles	<ul style="list-style-type: none"> ▪ Impact Management Project ▪ IRIS+ 	<ul style="list-style-type: none"> ▪ International Private Equity and Venture Capital Valuation (IPEV)

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Our screening process ensures that we consider ESG from the start

We not only screen for negative business practices but also assess ESG impact and management commitment of investment opportunities as well as our own potential additionality right at the pre-deal stage.



We employ a systematic approach to measure impact

Our impact analysis approach aligns with norms established by the Impact Management Project and IRIS+ framework of the GIIN. Additionally we use a conservative approach to estimating the value to society created by select portfolio companies.

Methodologies for Impact Analysis

1. Impact Management Project (IMP)¹ and IRIS+

WHAT	Is the outcome positive and important for people and planet?
WHO	Are those who experience the outcome underserved?
HOW MUCH	How much of outcome has occurred across scale, depth and duration?
CONTRIBUTION	Does the contribution compare favorably with counterfactuals?
RISK	Which risk factors are material and what is the likelihood of not achieving the expected impact?

2. 2021 Net Value to Society Estimation

For portfolio companies whose business models inherently have a social or environmental impact, we conduct an analysis to estimate the value to society created (led by the consulting firm Value for Good). The methodology is based on available evidence from third-party sources and published academic research which translate the material social or environmental outcomes into economic terms.

For the portfolio companies ZNS Bottrop, Physio Holdings and labor team w, assumptions underpinning the value to society calculations were based on studies from the field of health economics. For Argentus, the assumptions were based on sources which estimate financial value of CO₂ emissions.

Principles for Estimating Value to Society

Materiality-oriented

We focus only on the material impact areas that are most relevant for the respective portfolio companies.

Scientific

We rely on robust and published scientific evidence and reliable third-party sources to comprehend the impact generated by our portfolio companies.

Monetised

In line with our long-term value creation goals, we look beyond input and output measures by quantifying outcomes into monetised value for the society.

Proportionate

We only take into account the impact generated in proportion to our ownership share and the duration of our investment.

Conservative

We only take into account the impact on the direct beneficiaries, customers or clients, and work with conservative assumptions wherever possible.

Our portfolio companies have a positive impact on people and planet

Social and environmental performance of our investments.

GENUI II Portfolio company	Investment theme	Entry year	Net carbon footprint (tCO ₂)			Equal pay ratio [#]			Women on mgmt. board		Impact	
			At entry*	2021 (net)**	SDG 13 	At entry	2021	SDG 5 	At entry	2021	Net value to society since entry (€m)	Relevant SDG
	Environmental Transformation	2021	140	0		1.0	1.0		33%	33%	3.0	SDG 13 
	Good health	2021	1,550	0		1.0	1.0		20%	25%	180.9	SDG 3 
	Digitalisation	2021	162	0		1.0	1.0		0%	33%	–	
	Good health	2020	n.t.	0		n.a.	1.0 ^{##}		n.a.	0%	25.2	SDG 3 
	Good health	2020	152	0		1.2	1.2		0%	50%	32.7	SDG 3 
	Digitalisation	2019	1,598	0		1.1	1.0		0%	0%	–	
									11%	24%	241.8	
									Average		Total	

Note: The data presented above is as of 31 December 2021. In 2020, Physio Holding was founded by GENUI as a buy-and-build holding company.

Mindcurv and FACT-Finder with no material inherent social value. GHM Group acquired on 30 December 2021, to be included in 2022 analysis.

* Full-year carbon emissions in entry year per 31 December. n.t. stands for not tracked. n.a. stands for not available.

** Net carbon footprint refers to net scope 1, 2 and 3 carbon emissions in tCO₂ after compensation; prior to GENUI ownership no compensation took place.

We measure equal pay ratio (adjusted) as the average of the ratios of the median pay of men and the median pay of women for each job description/title which includes at least 2 women and 2 men, considering differences in compensation not justified by differences in job description or seniority within job description.

Adequate sample for physiotherapists only.

Argentus helps real estate owners build sustainable portfolios

Argentus GmbH (Argentus) provides consulting services for different real estate asset classes, helping real estate owners optimise their operating costs while reducing their carbon footprint and achieving ESG compliance.



Net Carbon
Footprint



Equal Pay
Ratio



Women on
Management
Board



Net Value
to Society
2021

argentus

argentus-re.com



Real estate is a key sector to achieve carbon emissions reduction.

The real estate sector is the largest single contributor to CO₂ emissions. It accounts for nearly 38% of the global CO₂ emissions. Three quarters of these emissions result from real estate operations such as heating and electricity, while the rest is related to building construction activities.¹

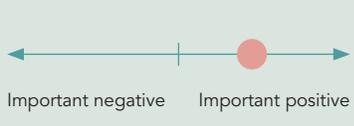
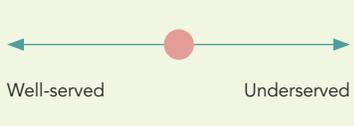
Argentus supports real estate owners to establish sustainable operations.

Argentus takes a holistic approach towards driving environmental sustainability in the real estate sector. Through its consulting services and energy procurement, it supports real estate owners, such as asset managers, property managers and other property owners, with the optimisation of energy and other operating costs, identification of measures to reduce carbon footprint and tech-enabled reporting based on internationally recognised ESG criteria, among others. It intelligently combines third-party data with its own database to identify, quantify and budget concrete measures to reduce emissions across real estate portfolios.

Argentus is scaling its operations.

Argentus is in the process of expanding its team size and capabilities. It is professionalising its recruiting processes and setting up a skill development academy to fulfil the talent needs in order to cater to a larger number of customers and offer new service lines.

Argentus' services contribute to tackling climate change

Dimension	Assessment	Description	Net Value to Society
WHAT		<p>Argentus contributes towards the transition to clean energy (SDG 7) and actions to combat climate change (SDG 13). Its services support clients in reducing emissions. This is highly important given that the real estate sector is responsible for nearly 38% of the global CO₂ emissions.¹</p>	
WHO		<p>Argentus predominantly serves institutional property owners in Germany and Europe. It is one of the only two players with a niche specialisation in energy sourcing and ESG consulting for the real estate sector.</p>	
HOW MUCH		<p>Argentus caters to more than 170 clients and nearly 27,000 buildings. While majority of the clients are located in Germany, some are also located in other parts of Europe.</p>	
CONTRIBUTION		<p>Argentus' services contribute towards a long-term reduction in emissions from the building sector. Its operating cost management clients are expected to achieve a CO₂ aversion of 304,338 tons* over five years (through energy tenders conducted in 2021). Using conservative assumptions and deducting Argentus' own CO₂ emissions, it created a net value to society of €3.0m.</p>	
RISK		<p>Evidence risk: No primary data is collected by Argentus to verify the CO₂ aversion resulting from its services.</p>	

Key assumptions:

- To calculate the net value to society resulting from Argentus' services for the real estate sector in 2021, studies estimating the societal cost of CO₂ emissions in Germany were reviewed and discussions were held with subject matter experts.
- These studies revealed different societal costs of CO₂ emissions, ranging from €76 per ton to €195 per ton.^{2,3} However, in line with a conservative approach, a cost of €25 per ton of CO₂ was assumed for value to society calculations. This value is based on the price set by German National Emissions Trading System for transport and buildings sectors.⁴
- The value of €25 per ton of CO₂ was applied to the 304,338 tons* of CO₂ aversion resulting from Argentus' services to arrive at the gross value to society. The value was adjusted to only consider a) the months in 2021 after GENUI's investment and b) GENUI's share in Argentus. Argentus' own emissions of 140 tons CO₂ in 2021 were deducted to arrive at the net value to society of €3.0m.

*The data on CO₂ aversion used for calculating net value to society has been provided by Argentus. It is not derived from an external source.

Argentus' ESG KPIs, achievements and goals



Environmental		
Material Issue*	Select KPIs	2021
CO ₂ emissions in t CO ₂ e	Scope 1	22
	Scope 2	0
	Scope 3	118
	Total	140
Carbon footprint	Footprint after compensation	0
Energy	Share of renewable energy used	100%



Social		
Material Issue	Select KPIs	2021
Diversity	Equal pay ratio	1.0
	Female staff	42%
	Women mgmt. board members	33%
Staff development	Total net new hires	7
	Attrition rate	17%
Employee health	Work-related injuries / fatalities	0/0
	Days lost due to injury	0
Employee engagement	Employee survey conducted	No
	Employee survey response	n.t.



Governance		
Material Issue	Select KPIs	2021
ESG management	ESG internal coordinator	Yes
	ESG C-level manager	Yes
	Other officers	Yes
IT & cyber security	Cyber security policy	No
	External IT tests	No
GENUI code of conduct & policies	Implementation status	0%
	ESG incidents reported	0

2021 Achievements by Management		
Environment	Social	Governance
<ul style="list-style-type: none"> Conducted emission reporting according to the GHG Protocol In Q1 2022, joined the Climate Neutral Now initiative and compensated for carbon footprint for the first time 	<ul style="list-style-type: none"> Achieved equal pay 	<ul style="list-style-type: none"> Appointed ESG staff Started review of governance rules and procedures

2022 Goals of Management		
Environment	Social	Governance
<ul style="list-style-type: none"> Evaluate the potential to join the SBTi initiative 	<ul style="list-style-type: none"> Conduct employee satisfaction surveys Implement 360° feedback 	<ul style="list-style-type: none"> Implement code of conduct policies Perform IT phishing / penetration tests Evaluate to join the UN Global Compact

* Argentus has no negative impact on other areas for which KPIs are tracked. These include impact on bio-diversity sensitive areas, water emissions, hazardous waste and hazardous waste spills.

labor team w is a leading clinical laboratory in Switzerland

labor team w AG (LTW) operates one core laboratory and maintains five regional laboratories in the Eastern parts of Switzerland and offers the full spectrum of laboratory testing services for outpatient medical care and hospitals.



Net Carbon
Footprint



Equal Pay
Ratio



Women on
Management
Board



Net Value
to Society
2021



Clinical laboratories are at the core of medical decision-making.

While clinical laboratories account for only 3% of total healthcare costs in Switzerland, up to 70% of all medical diagnoses and therapeutic decisions are based on test results.^{1,2} They provide essential information for diagnoses, prognoses and monitoring of disease, which leads to better health outcomes for patients and broader societal benefits, including increased workforce participation and productivity as well as reduced costs by avoidance of incorrect treatments.

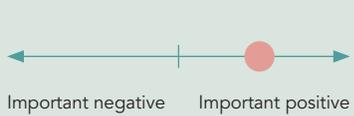
LTW operates a hub-and-spoke model lending it a proximity to patients and an efficiency of operations.

Along with the core lab in Goldach (canton of St. Gallen), LTW operates five other labs in Eastern Switzerland serving a growing base of more than 3,000 customers. With a staff of 400 employees, LTW offers laboratory testing for a vast range of specialty areas. Its hub-and-spoke model and a customised courier network enhance its geographical reach and lend efficiency to its operations. This allows LTW to process the vast majority of tests on the same day. In 2021, LTW received the CO₂-certificate by Swissconnect for the use of ecological transportation (bicycle courier and Swiss Federal Railway SBB).

LTW is being established as an industry leader in terms of business practices.

LTW's senior management team is highly experienced in transforming medical laboratory businesses. It is implementing robust code of conduct and compliance policies at LTW. The immediate focus is on adopting governance and human resources best practices. Furthermore, LTW has started the review of its overall energy management.

labor team w promotes good health

Dimension	Assessment	Description	Net Value to Society
WHAT		<p>LTW contributes to good health and well-being (SDG 3). Timely and correct laboratory test results provide essential health and disease related information. They lead to improved outcomes for people, benefit the health systems and result in increased productivity.</p>	
WHO		<p>LTW's target group includes people facing the risk of disease. It particularly caters to pregnant women and older age groups. However, there is no evidence that this group is underserved in Switzerland. Affordability is ensured by standardised tariffs determined by Swiss regulations.</p>	
HOW MUCH		<p>LTW has a wide geographic reach and handles a large number of patients annually. In 2021, it conducted tests for 1,000,000 patients*, excluding Covid-19 testing.</p>	
CONTRIBUTION		<p>LTW contributes by supporting clinical decision making through laboratory diagnostics. Using conservative assumptions and accounting only for GENUI's holding period and ownership share, it created a net value to society of €180.9m.</p>	
RISK		<p>Evidence risk: No primary data from LTW is available to verify the effectiveness of tests carried out by LTW.</p>	

Key assumptions:

- To calculate LTW's net value to society in 2021, academic studies estimating Quality Adjusted Life Years (QALYs) gained as a result of clinical tests were reviewed. Depending on the type of the test, disease and intervention design, QALYs gained can vary significantly.
- A 2012 study from Switzerland modelling the QALY impact of screening for chronic kidney disease (CKD) was found to be most appropriate. The study models different scenarios and compares them to a no-screening scenario.¹ CKD is often caused by hypertension, linked to cardiovascular conditions and diabetes, both of which are also major disease groups for which LTW conducts tests.
- The difference between the QALYs gained due to screening and QALYs in the no screening scenario was considered as the impact of testing. The QALYs gained of 0.013 years and the lowest minimum wage of CHF 19 per hour², were applied to LTW's patient group to arrive at the gross value to society.
- LTW's 2021 revenues were deducted from the above figure to arrive at net value to society. It was further adjusted to only consider a) the months in 2021 after GENUI's investment and b) GENUI's share in LTW to arrive at the net value to society of €180.9m.

* The data on patient numbers used for calculating net value to society has been provided by LTW. It is not derived from an external source.

labor team w's ESG KPIs, achievements and goals



Environmental

Material Issue*	Select KPIs	2021
CO ₂ emissions in t CO ₂ e	Scope 1	185
	Scope 2	1,017
	Scope 3	348
	Total	1,550
Carbon footprint	Footprint after compensation	0
Energy	Share of renewable energy used	4%



Social

Material Issue	Select KPIs	2021
Diversity	Equal pay ratio	1.0
	Female staff	69%
	Women mgmt. board members	25%
Staff development	Total net new hires	3
	Attrition rate	13%
Employee health	Work-related injuries / fatalities	0 / 0
	Days lost due to injury	0
Employee engagement	Employee survey conducted	Yes
	Employee survey response	70%



Governance

Material Issue	Select KPIs	2021
ESG management	ESG internal coordinator	Yes
	ESG C-level manager	Yes
	Other officers	Yes
IT & cyber security	Cyber security policy	Yes
	External IT tests	Yes
GENUI code of conduct & policies	Implementation status	50%**
	ESG incidents reported	0

2021 Achievements by Management

Environment	Social	Governance
<ul style="list-style-type: none"> In Q1 2022, joined the Climate Neutral Now initiative and compensated for carbon footprint for the first time Received CO₂-certificate by Swissconnect for use of ecological transportation (bicycle courier and Swiss Federal Railway SBB). 	<ul style="list-style-type: none"> Achieved equal pay Conducted employee satisfaction survey 	<ul style="list-style-type: none"> Appointed ESG staff Signed code of conduct for the Swiss medical laboratory industry ('FAMH Labor-Kodex')

2022 Goals of Management

Environment	Social	Governance
<ul style="list-style-type: none"> Review switch to LED lighting in laboratories to reduce energy costs Increase share of specifically sourced renewable energy 	<ul style="list-style-type: none"> Implement culture of competence incl. talent mgmt., upskilling and 360° feedback Implement business partner code of conduct Conduct customer satisfaction survey 	<ul style="list-style-type: none"> Set-up internal code of conduct Review GDPR policy Optimise cyber security insurance

* LTW has no negative impact on other areas for which KPIs are tracked. These include impact on bio-diversity sensitive areas, water emissions, hazardous waste and hazardous waste spills.

** Signed CoC for Swiss medical laboratory industry ('FAMH Labor-Kodex') which contains relevant topics in line with GENUI CoC, internal CoC to be established in 2022.

FACT-Finder provides search software solutions

FACT-Finder Holding GmbH (FF) offers artificial intelligence-powered search and recommendation software solutions to e-commerce customers to enhance the end-user experience on their platforms.



Net Carbon
Footprint



Equal Pay
Ratio



Women on
Management
Board

FACT-Finder®
fact-finder.com



Improvements in conversion rates and bounce rates optimise performance of e-commerce shops.

Over 1,800 online shops use FF's software suite globally. By tailoring product suggestions, FF helps engage users to stay on client platforms (i.e., reduce bounce rate) and enhance conversion rates leading to increased sales potential. Its suite is easy to use for its customers and requires no technical staff for configuration. Features such as language and alphabet independence, spelling and error tolerance further enhance user experience on e-commerce platforms.

FF covers the full software value chain.

FF's operations cover the entire spectrum of the software value chain, i.e., from research, development, marketing, sales, project management, implementation to customer care.

FF is an employer of choice.

FF has more than 135 employees across these functions spread across its five office locations in Germany, France, UK and Sweden. It has a highly diverse workforce representing almost 15 different nationalities and has achieved equal pay. Based on employee ratings on the website Kununu, FF is rated as "Top Employer" reflecting overall employee satisfaction and wellbeing.

FACT-Finder's ESG KPIs, achievements and goals*



Environmental

Material Issue**	Select KPIs	2021
CO ₂ emissions in t CO ₂ e	Scope 1	23
	Scope 2	37
	Scope 3	103
	Total	162
Carbon footprint	Footprint after compensation	0
Energy	Share of renewable energy used	35%



Social

Material Issue	Select KPIs	2021
Diversity	Equal pay ratio	1.0
	Female staff	33%
	Women mgmt. board members	33%
Staff development	Total net new hires	17
	Attrition rate	13%
Employee health	Work-related injuries / fatalities	0 / 0
	Days lost due to injury	0
Employee engagement	Employee survey conducted	Yes
	Employee survey response	59%



Governance

Material Issue	Select KPIs	2021
ESG management	ESG internal coordinator	Yes
	ESG C-level manager	Yes
	Other officers	Yes
IT & cyber security	Cyber security policy	No
	External IT tests	Yes
GENUI code of conduct & policies	Implementation status	0%
	ESG incidents reported	0

2021 Achievements by Management

Environment	Social	Governance
<ul style="list-style-type: none"> In Q1 2022, joined the Climate Neutral Now initiative and compensated for carbon footprint for the first time Four company bikes that anyone can borrow 	<ul style="list-style-type: none"> Achieved equal pay Awarded as "Top Company 2022" by Kununu Conducted employee and customer satisfaction surveys (4.5 of 5 stars in customer satisfaction score of G2)¹ 	<ul style="list-style-type: none"> Appointed ESG staff Conducted comprehensive review of health & safety policy

2022 Goals of Management

Environment	Social	Governance
<ul style="list-style-type: none"> Increase share of specifically sourced renewable energy Introduce 'Veggie Wednesday' once a week 	<ul style="list-style-type: none"> Implement 360° feedback 	<ul style="list-style-type: none"> Perform IT phishing / penetration tests (last 2020) Optimise cyber security policy + implement business continuity policy Set-up cyber security insurance

* Includes the data for Loop54 (Sweden) which was acquired in 2021.

** FACT-Finder has no negative impact on other areas for which KPIs are tracked. These include impact on bio-diversity sensitive areas, water emissions, hazardous waste and hazardous waste spills.

Physio Holding is a German network of physiotherapy practices

Physio Holding GmbH (PH) is a group of physiotherapy practices (PTPs) offering integrated procedures from first contact, often in form of physiotherapy, occupational therapy or rehabilitation, to long-term medical fitness for continued therapy success.



Net Carbon
Footprint



Equal Pay
Ratio



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Net Value
to Society
2021

PHYSIO
HOLDING

physio-holding.de



Musculoskeletal disorders and injuries are among the most common medical problems in Germany.

Musculoskeletal disorders are widely prevalent in Germany. They lead to chronic pain, physical impairment, worsened quality of life and incapacity to work. They impose a high cost for treatment and can even force early retirement in some cases. Among different disorders, lower back pain alone has a lifetime prevalence rate of more than 80% and is one of the largest causes of disability in Germany.^{1,2} It imposes a cost of more than €50bn annually due to healthcare costs and productivity losses.¹

PH is pursuing a buy & build strategy to expand its network of high quality PTPs.

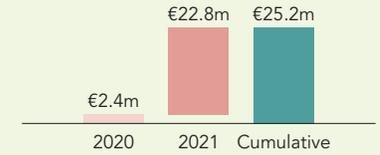
Headquartered in Leipzig, Saxony, PH currently comprises of a group of 13 PTPs spread across Germany. While physiotherapy is the mainstay of PH's PTPs, other services and therapeutic procedures are also offered. All PTPs operated by PH meet high standards of quality. A large proportion of therapists hold advanced qualifications and certifications. In 2021, PH expanded its network by adding 10 new PTPs. The PTPs operate largely autonomously under their own established brands.

PH provides PTP with a platform to exchange experiences and best practices.

In 2021, PH has initiated its first employee survey and implemented several governance policies. PH has started energy data tracking and recently joined the Climate Neutral Now initiative.

Physio Holding's impact is linked to health benefits of physiotherapy

Dimension	Assessment	Description	Net Value to Society
WHAT		<p>PH contributes to good health and well-being (SDG 3). Timely and quality physiotherapy can prevent expensive invasive procedures, medication, long-term disability and productivity losses.</p>	<p>The increase in net value to society resulted from:</p> <ul style="list-style-type: none"> ▪ Addition of several new PTPs in 2021. ▪ Consideration of longer investment periods for PTPs acquired in 2020.
WHO		<p>Only one of PH's PTP, in Lower Saxony, is located in a relatively underserved region. Altogether, the majority of the patients treated by PH's PTPs is publicly insured (as against private insurance) reflecting PTPs' focus on a broad patient base.</p>	
HOW MUCH		<p>In 2021, PH's 13 PTPs treated patients across different parts of Germany. As mentioned above, majority of the patients were publicly insured reflecting affordability of PH's services.</p>	
CONTRIBUTION		<p>By providing physiotherapy and related services, PH contributes to the prevention of negative economic, health and quality of life outcomes emanating from musculoskeletal disorders. Accounting only for GENUI's holding period and its ownership share, PH generated a net social value of €22.8m in 2021.</p>	
RISK		<p>Evidence risk: No primary data from PTPs is available to verify the effectiveness of the treatments offered. Drop-off risk: Relapse of musculoskeletal conditions might reduce the impact of physiotherapy.</p>	



Key assumptions:

- To calculate the net value to society of PH's physiotherapy treatments in 2021, we reviewed available academic evidence on the societal benefits of physiotherapy which revealed that for every Euro spent on treatment, between €2.4 - €4.0 are generated in value to society (e.g. due to more productivity).^{1,2,3}
- Using PH's revenues in 2021 as an approximation for the total costs of physiotherapy treatment, we estimated the gross value to society for a two-year period following treatment (in line with the duration of impact demonstrated by studies).
- We then adjusted the gross value to society to only consider GENUI's share in PH. Finally, the costs of treatment were deducted to arrive at the 2021 net value to society of €22.8m.

Physio Holding's ESG KPIs, achievements and goals*



Environmental

Material Issue**	Select KPIs	Entry year (2020)	2021
CO ₂ emissions in t CO ₂ e	Scope 1	n.t.	2
	Scope 2	n.t.	217
	Scope 3	n.t.	18
	Total	n.t.	238
Carbon footprint	Footprint after compensation	n.t.	0
Energy	Share of renewable energy used	n.t.	9%



Social

Material Issue	Select KPIs	Entry year (2020)	2021
Diversity	Equal pay ratio	n.t.	1.0 [#]
	Female staff	57%	67%
	Women mgmt. board members	0%	0%
Staff development	Total net new hires	n.t.	n.a.
	Attrition rate	n.a.	n.a.
Employee health	Work-related injuries / fatalities	n.t.	6/0
	Days lost due to injury	n.t.	17
Employee engagement	Employee survey conducted	No	Yes
	Employee survey response	n.t.	62%



Governance

Material Issue	Select KPIs	Entry year (2020)	2021
ESG management	ESG internal coordinator	No	Yes
	ESG C-level manager	No	Yes
	Other officers		Yes
IT & cyber security	Cyber security policy	No	Yes
	External IT tests	No	No
GENUI code of conduct & policies	Implementation status	0%	100%
	ESG incidents reported	0	0

2021 Achievements by Management

Environment	Social	Governance
<ul style="list-style-type: none"> Started data gathering of CO₂ emissions In Q1 2022, joined the Climate Neutral Now initiative and compensated for carbon footprint for the first time 	<ul style="list-style-type: none"> Started tracking of additional KPIs, (e.g. equal pay ratio) and conducted the first employee satisfaction survey 	<ul style="list-style-type: none"> Completed the implementation of code of conduct and other policies Appointed ESG staff

2022 Goals of Management

Environment	Social	Governance
<ul style="list-style-type: none"> Increase share of specifically sourced renewable energy Further improve data gathering process across PTP 	<ul style="list-style-type: none"> Set up a training academy for staff skill development Expand equal pay analysis to cover more workforce/job specifications Conduct customer satisfaction survey Implement 360° feedback 	<ul style="list-style-type: none"> Conduct compliance trainings Implement business continuity policy Perform IT phishing / penetration tests

* Includes the data from 13 PTPs in Germany as well as the PH headquarters in Leipzig; ** PH has no negative impact on other areas for which KPIs are tracked. These include impact on bio-diversity sensitive areas, water emissions, hazardous waste and hazardous waste spills; # Adequate sample for physiotherapists only.

Zentrum für Seelische Gesundheit is a local leader for psychiatric care

ZNS Bottrop GmbH – Zentrum für Seelische Gesundheit (ZNS), operating as a partial inpatient day clinic and an outpatient psychiatric clinic, is a one-stop shop offering a range of psychiatric, psychotherapeutic, neurological and other related treatments.



Net Carbon
Footprint



Equal Pay
Ratio



Women on
Management
Board



Net Value
to Society
2021



zns-bottrop.de



GENUI's initial investment: June 2020

* Psychiatrische Institutsambulanz can be literally translated to Psychiatric Institute Clinic in English. These are clinics which are recognized under the German law (§ 118 SGB V) to offer outpatient psychiatric care.

Mental disorders are highly prevalent in Germany.

Mental disorders expose people to high risks of co-morbidities, disability and mortality, and reduce their productivity. Certain demographic groups (e.g. people with lower socio-economic status, women and people with migration backgrounds) are disproportionately affected by these disorders. In total, these disorders affect nearly 28% of the German population annually¹, yet only 19% of those affected receive care.² The direct and indirect cost of mental disorders in Germany stands at €147bn per year.^{1,3}

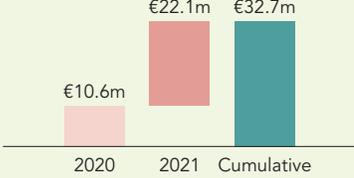
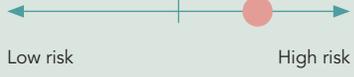
ZNS offers high quality care to patients with moderate to severe mental illnesses.

Based in Bottrop, ZNS offers day-care and outpatient treatment services for patients suffering from mental disorders such as anxiety, depression, insomnia and panic attacks. It provides high quality of care and is accredited to operate as a *Psychiatrische Institutsambulanz**. Throughout 2021, ZNS maintained its broad patient offering at its Bottrop site despite ongoing Covid-19 challenges. To be even more patient-centric, ZNS conducted its first ever patient satisfaction survey in 2021.

ZNS forms the nucleus other healthcare practices.

In early 2021, ZNS acquired a leading local general practice and a physiotherapy centre, strengthening its offering in adjacent fields. Furthermore, ZNS signed a cooperation agreement with a local stationary care provider. As a result, it assumed operational responsibility (though no ownership) of two outpatient clinics in the neighbouring city of Essen.

Zentrum für Seelische Gesundheit promotes mental health

Dimension	Assessment	Description	Net Value to Society
WHAT	 <p>Important negative Important positive</p>	<p>ZNS contributes to good health and well-being (SDG 3). Treatment of mental illnesses enhances individual welfare and social integration, increases productivity and prevents chronic disorders.</p>	 <p>The increase in net value to society in 2021 was due to:</p> <ul style="list-style-type: none"> ▪ Consideration of full year investment period. ▪ Increase in the number of patients catered to by ZNS.
WHO	 <p>Well-served Underserved</p>	<p>ZNS's catchment area has a low penetration of outpatient psychiatry.¹ More than 50% of its patients have a migration background (migrant population in Bottrop: 26%²), a demographic group more susceptible to mental disorders. More 95% of ZNS's patients are publicly insured.</p>	
HOW MUCH	 <p>For few For many</p>	<p>With nearly 200,000 patient contacts per year, the ZNS Group is a local leader in psychiatric and neurology outpatient care.</p>	
CONTRIBUTION	 <p>Worse Better</p>	<p>By improving access to mental health services in the region, ZNS contributes to the prevention of negative economic, health and quality of life outcomes. Using conservative assumptions and accounting only for GENUI's holding period and ownership share, it created a net value to society of €22.1m in 2021.</p>	
RISK	 <p>Low risk High risk</p>	<p>Evidence risk: No primary data from ZNS is available to verify the effectiveness of the treatment. Drop-off risk: Relapse of mental health conditions and lack of adherence might negate the impact of the treatment.</p>	

Key assumptions:

- To calculate the net value to society of ZNS's psychotherapy treatments, we reviewed available academic evidence on the societal benefits of psychotherapy which revealed that for every Euro spent on treatment, between €2.5 - €5.3 are generated in value to society (e.g. due to more productivity).^{3,4,5,6}
- Using ZNS's revenues in 2021 as an approximation for the total costs of psychotherapeutic treatment, we estimated the gross value to society for a one-year period following treatment (in line with the duration of impact demonstrated by the studies).
- We then adjusted the gross value to society to only consider GENUI's share in ZNS. Finally, the costs of treatment were deducted to arrive at the 2021 net value to society of €22.1m.

ZNS's ESG KPIs, achievements and goals



Material Issue*	Select KPIs	Entry year (2020)	2021
CO ₂ emissions in t CO ₂ e	Scope 1	20	20
	Scope 2	71	81
	Scope 3	61	67
	Total	152	168
Carbon footprint	Footprint after compensation	0	0
Energy	Share of renewable energy used	0%	0%



Material Issue	Select KPIs	Entry year (2020)	2021
Diversity	Equal pay ratio	1.2	1.2
	Female staff	80%	73%
	Women mgmt. board members	25%	50%
Staff development	Total net new hires	n.t.	11
	Attrition rate	18%	12%
Employee health	Work-related injuries / fatalities	n.t.	0/0
	Days lost due to injury	n.t.	0
Employee engagement	Employee survey conducted	No	No
	Employee survey response	n.t.	n.t.



Material Issue	Select KPIs	Entry year (2020)	2021
ESG management	ESG internal coordinator	Yes	Yes
	ESG C-level manager	No	Yes
	Other officers	No	No
IT & cyber security	Cyber security policy	No	Yes
	External IT tests	No	No
GENUI code of conduct & policies	Implementation status	0%	100%
	ESG incidents reported	0	0

2021 Achievements by Management

Environment	Social	Governance
<ul style="list-style-type: none"> Joined the Climate Neutral Now initiative and compensated for carbon footprint for the first time 	<ul style="list-style-type: none"> Performed the first ever patient satisfaction survey 	<ul style="list-style-type: none"> Implemented code of conduct and health & safety policies Started the upgrade of IT infrastructure and IT security systems

2022 Goals of Management

Environment	Social	Governance
<ul style="list-style-type: none"> Move operations to a high energy efficiency building Increase share of specifically sourced renewable energy 	<ul style="list-style-type: none"> Conduct employee survey and 360° feedback Introduce workplace health management Set up patient complaint management system 	<ul style="list-style-type: none"> Conduct compliance trainings Implement business continuity policy Perform IT phishing / penetration tests

* ZNS has no negative impact on other areas for which KPIs are tracked. These include impact on bio-diversity sensitive areas, water emissions, hazardous waste and hazardous waste spills.

Mindcurv is a global tech company working with digital businesses

Mindcurv GmbH (Mindcurv) designs and implements scalable digital platforms, managed services and cloud infrastructure for B2B and B2C clients.



Net Carbon
Footprint



Equal Pay
Ratio



Women on
Management
Board

mindcurv
mindcurv.com



Mindcurv is a multinational technology company.

Mindcurv offers holistic services for digital businesses focusing on electronics, fast moving consumer goods, manufacturing robotics and fashion among others. Its core competences include (1) creation, integration and testing of digital platforms, (2) management, design, development and operation of on-premise and cloud infrastructure, and (3) evolution and optimisation of digital platforms through data-centric design and automated feedback.

Mindcurv acquired four businesses in Germany over the course of 2021.

With these additional capabilities, Mindcurv enhanced its offering along the value chain across commerce, IoT and cloud applications. The service offering was further extended to in-depth IT strategy consulting and due diligence support. Following the acquisitions and the opening of a second office in southern India, Mindcurv more than doubled the size of its workforce from 250 in 2020 to 550 in 2021, and expanded its geographical footprint to 13 locations.

Workforce diversity and employee satisfaction remain a top management priority.

In late 2021, Mindcurv (standalone, i.e. without the add-on acquisitions) repeated its annual workforce survey. Overall satisfaction is at 78 eNPs (benchmark at 13-27)¹ and thus unchanged from last year despite significantly increased work loads and Covid-19 challenges.

Mindcurv's ESG KPIs, achievements and goals*



Environmental

Material Issue**	Select KPIs	Entry year (2019)	2021
CO ₂ emissions in t CO ₂ e	Scope 1	108	149
	Scope 2	95	127
	Scope 3	1,395	3#
	Total	1,598	279
Carbon footprint	Footprint after compensation	0	0
Energy	Share of renewable energy used	69%	61%



Social

Material Issue	Select KPIs	Entry year (2019)	2021
Diversity	Equal pay ratio	1.1	1.0
	Female staff	23%	25%
	Women mgmt. board members	0%	0%
Staff development	Total net new hires	n.t.	54
	Attrition rate	13%	15%
Employee health	Work-related injuries / fatalities	0/0	0/0
	Days lost due to injury	0	0
Employee engagement	Employee survey conducted	Yes	Yes
	Employee survey response	81%	90%



Governance

Material Issue	Select KPIs	Entry year (2019)	2021
ESG management	ESG internal coordinator	Yes	Yes
	ESG C-level manager	No	Yes
	Other officers	Yes	Yes
IT & cyber security	Cyber security policy	Yes	Yes
	External IT tests	No	Yes
GENUI code of conduct & policies	Implementation status	0%	100%
	ESG incidents reported	0	0

2021 Achievements by Management

Environment	Social	Governance
<ul style="list-style-type: none"> Continued to compensate their carbon footprint and started its reporting for the Carbon Neutral Now initiative 	<ul style="list-style-type: none"> Introduced employee satisfaction measures such as 360° feedback process 	<ul style="list-style-type: none"> Completed the implementation of code of conduct policies Introduced penetration and phishing tests Appointed information security, and health & safety officer

2022 Goals of Management

Environment	Social	Governance
<ul style="list-style-type: none"> Evaluate to join the B Corp initiative which spans across the ESG spectrum Increase share of specifically sourced renewable energy 	<ul style="list-style-type: none"> Broaden 360° feedback and conduct Great Place to Work audit Participate in the Women in Tech campaign Survey customer satisfaction 	<ul style="list-style-type: none"> Conduct training sessions for code of conduct policies Roll-out ESG rules and procedures across add-on acquisitions

* Excludes the data of the four acquisitions made by Mindcurv in 2021. ** Mindcurv has no negative impact on other areas for which KPIs are tracked. These include impact on bio-diversity sensitive areas, water emissions, hazardous waste and hazardous waste spills. # For CO₂ footprint of AWS cloud services emissions a renewable energy share for AWS operations of 100% was assumed for Europe and U.S. West: sustainability.aboutamazon.com/environment/the-cloud?energyType=true

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We continue to live and promote Good Entrepreneurship

In 2021, we have taken many steps in this direction and continue to learn and adapt as an investment company.

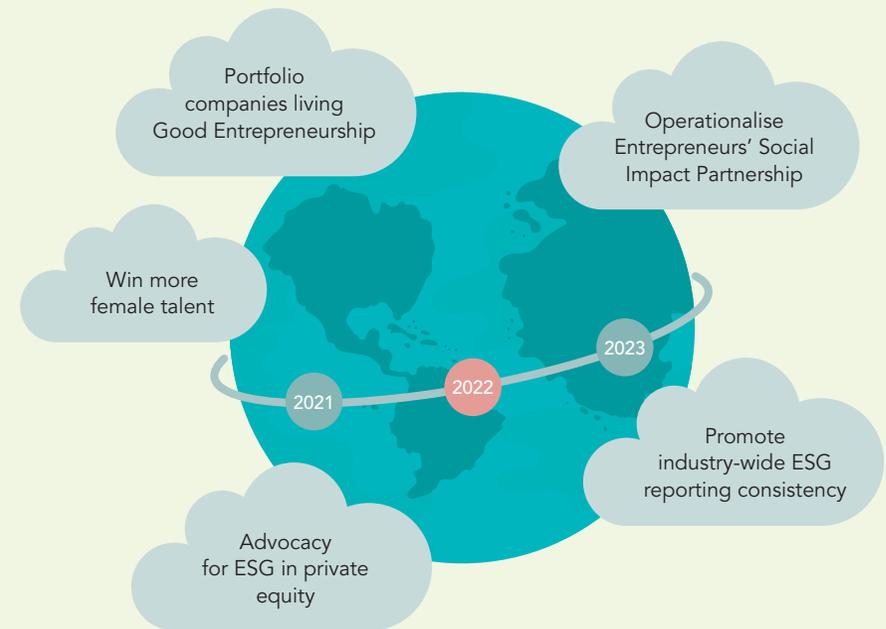
In 2021, we underpinned our strategic ESG approach by the appointment of our Chief ESG & Investor Relations Officer. We also recruited three new female employees with the first female investment professional starting in April 2022.

We performed a comprehensive review of our KPI set and reached a common accord with the ILPA PE ESG Convergence Project. Together with an external consultancy firm we are evaluating environmental targets which are in line with the Science Based Targets initiative and plan to join SBTi in 2022.

We want to be part of transforming the global economy by applying for the B Corp certification; in 2021, we reached the verification stage in the process of becoming a B Corp. In addition, we will also formally join the UN Global Compact.

In 2021, we completed three new investments which have a material positive impact and also initiated an ESG roundtable for our portfolio companies. In 2022, we will strive to enhance our data gathering process through the implementation of a ESG software and include the portfolio companies' input.

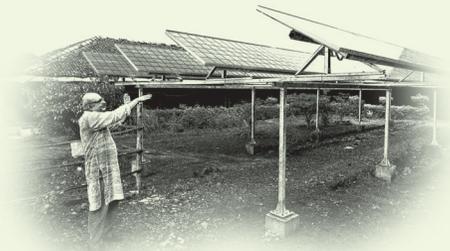
In 2022, we seek to further build on our ESG efforts to date with a focus on:



We offset all our unavoidable carbon emissions

For 2021, GENUI's CO₂ offset donation was given to two UNFCC-certified projects.

Contribution to SDGs



Project sector	Renewable energy
Geography	Jaisalmer, India
Offset cost	€ 25.5 per ton*
Co-benefits	Employment and infrastructure development
Accreditation	Gold Standard / TÜV NORD CERT GmbH



Project sector	Energy efficiency
Geography	Malawi, Africa
Offset cost	€ 14 per ton*
Co-benefits	Health & safety, welfare, environmental resources
Accreditation	TÜV SÜD South Asia Pvt. Ltd

We have taken several steps to reduce our carbon footprint.

While we have taken measures to reduce our carbon footprint, certain emissions are still unavoidable during the course of operations. GENUI has been compensating for such emissions since 2019.

The total 2021 scope 1, 2 and 3 carbon emissions from GENUI and its portfolio companies amounts to 2,639 tCO₂e. For 2021, the offset donation was split among two projects: Jaisalmer, India and Malawi, Africa¹.

Together with our portfolio companies we support Precision Technik, India.

Precision Technik is a renewable energy company. The company has developed a 5 MW grid-connected solar photovoltaic power project in the state of Rajasthan in Western India.

The project is expected to supply 8,322 MWh of net electricity annually to the regional grid, which is otherwise heavily dependent on coal for energy generation. While improving access to electricity, the project also substitutes the use of fossil fuels with clean energy and thereby reduces CO₂.

We also support an improved cookstove project run by Ripple Africa in Nkhata Bay District, Malawi.

Ripple Africa's cookstoves, called Changu Changu Moto, are inexpensive, fuel-efficient and produced with locally available and sustainable materials. They consume less firewood, produce less smoke and reduce the risk of burns and hazards compared to the three-stone stoves typically used. In 2020, Ripple Africa built 47,000 cookstoves reaching approximately 286,000 people.²

* Exchange rate €1 = \$1.08.

We systematically track ESG performance at GENUI

In 2021, GENUI joined ILPA's ESG Data Convergence Project which envisages to standardise ESG metrics and the mechanism for comparative reporting.

 Environmental				 Social				 Governance			
Material Issue*	Select KPIs	2020	2021	Material Issue	Select KPIs	2020	2021	Material Issue	Select KPIs	2020	2021
CO ₂ emissions in t CO ₂ e	Scope 1	1	0	Diversity	Equal pay ratio	n.m.	n.m.	ESG management	ESG internal coordinator	Yes	Yes
	Scope 2	5	3		Female staff	21%	30%		ESG C-level manager	Yes	Yes
	Scope 3	24	99		Women mgmt. board members	20%	33%		Other officers	Yes	Yes
	Total	30	102**	Staff development	Total net new hires	2	3	IT & cyber security	Cyber security policy	Yes	Yes
Carbon footprint	Footprint after compensation	0	0	Staff development	Attrition rate	0%	0%	IT & cyber security	External IT tests	Yes	Yes
Renewable energy	Share of renewable energy used	100%#	100%	Employee health	Work-related injuries / fatalities	0 / 0	0 / 0	GENUI code of conduct & policies	Implementation status	100%	100%
					Days lost due to injury	0	0		ESG incidents reported	0	0
				Employee engagement	Employee survey conducted	Yes	Yes				
					Employee survey response	100%	100%				

* GENUI has no negative impact on other areas for which KPIs are tracked. These include impact on bio-diversity sensitive areas, water emissions, soil emissions, hazardous waste and hazardous waste spills.

** In 2021 for its Scope 3 emissions calculation, GENUI performed, for the first time, an analysis for purchased goods and services (category 1 according to GHG Protocol) via spend-based method¹.

Switch to renewable energy in April 2020.

We have taken concrete steps towards strategic philanthropy

With the GENUI Entrepreneurs' Social Impact Partnership* we bring together an experienced management team, exceptional entrepreneurs and an innovative investment model to promote opportunities for children and youth.



Socially cohesive societies are a foundation for stable economic and political systems.

We consider it to be a core element of Good Entrepreneurship and long-term value creation to have a society that enables those who are willing and driven to thrive – no matter what background they come from. In our view, fostering equity and inclusion in opportunities for children and youth is one of the key factors for promoting social cohesion.

Entrepreneurs' Social Impact Partnership supports impact-oriented non-profit organisations.

The Entrepreneurs' Social Impact Partnership leverages the financial contributions from GENUI's network of Entrepreneurs and invests into GENUI and other leading investment firms. The gains received are deployed to improve opportunities of

children and youth in the areas of health, education and social inclusion.

The Partnership operates independently and actively engages social sector experts.

The partnership has its own management team and a board comprising of the GENUI Entrepreneurs and partners from the involved investment firms. It also engages topical experts from the fields of health, education and social inclusion to develop and implement approved impact measures.

As of 31 December 2021, the partnership has received commitments of >€125 million. We made significant progress in developing the strategy and approach for the Entrepreneurs' Social Impact Partnership and expect it to be operationalised in 2022.

* The official German name of the foundation is Unternehmer Stiftung für Chancengerechtigkeit (USC) gGmbH.

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We are serious about monitoring ESG KPIs

The GENUI ESG KPI help us monitor our overall ESG performance and comply with the ILPA’s ESG Data Convergence Project.

 Environmental			 Social			 Governance		
Material Issue	Select KPIs	Unit	Material Issue	Select KPIs	Unit	Material Issue	Select KPIs	Unit
CO ₂ emissions*	Scope 1	t CO ₂	Diversity	Equal pay ratio**	Male-female pay ratio	ESG management	ESG internal coordinator	Yes / No
	Scope 2	t CO ₂		Female staff	% permanent FTE		ESG C-level manager	Yes / No
	Scope 3	t CO ₂		Women mgmt. board members	% mgmt.board		Other officers®	Yes / No
	Total	t CO ₂	Staff development	Total net new hires	# permanent FTE	IT & cyber security	Cyber security policy	Yes / No
Carbon footprint	Footprint after compensation	t CO ₂	Employee health	Attrition rate	% permanent FTE	GENUI code of conduct & policies®®	External IT tests	Yes / No
Renewable energy	Share of renewable energy use	% kWh		Work-related injuries / fatalities	# incidents		ESG incidents reported	Implementation status
			Employee engagement	Employee survey conducted	Yes / No	Employee survey response		% employees surveyed

* Scope 1 GHG emissions are direct emissions from company-owned and controlled resources such as car fleet and air conditioning. Scope 2 GHG emissions are indirect emissions from the generation of purchased energy from a utility provider. Scope 3 GHG emissions are indirect upstream and downstream emissions that occur in the value chain and not already included in scope 2. In our case these include elements such as distance-based method for employee business travel and employee commuting as well as average-data method for cloud services. And, starting 2021, for our Scope 3 emissions calculation, we performed an analysis for purchased goods and services (category 1 according to GHG Protocol) via spend-based method.

** Equal pay ratio: We measure equal pay ratio as the average of the ratios of the median pay of men and the median pay of women for each job description/title which includes at least 2 women and 2 men, taking into account differences in compensation not justified by differences in job description or seniority within job description.

® ESG management includes dedicated staff for data protection, compliance, information security, and health and safety.

®® The GENUI code of conduct consists of policies on non-discrimination, anti-bribery, anti-money laundering, anti-trust, human rights, environmental sustainability, conflict of interest, diversity, equal opportunity, whistleblower and grievance procedures. Standard GENUI compliance policies include those on GDPR, health & safety, IT security and ESG incident reporting among others.

Sources used

Page	Source
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12	¹ Impact Management Project (n.d.). Impact Management Norms. Available at impactmanagementproject.com/impact-management/impact-management-norms .
14	¹ Pg. 20, globalabc.org/sites/default/files/inline-files/2020%20Buildings%20GSR_FULL%20REPORT.pdf
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