

Indicators applicable to investments in portfolio companies*					
*Where the term "investee companies" is used herein it shall have the meaning "portfolio companies"					
Adverse sustainability indicator	Metric	Impact year 2022	Impact [year n-1]	Explanation	Actions taken, and actions planned and targets set for the next reference period
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS					
Greenhouse gas emissions	GHG emissions	Scope 1 GHG emissions	NA		As we invest in early-stage startups their own operational footprint is marginal. Most of our portfolio companies were not in a position to calculate their scope 1-3 emissions yet. We are currently setting up a support system to improve the reporting.
		Scope 2 GHG emissions	NA		
		Scope 3 GHG emissions	NA		
		Total GHG emissions	NA		
	Carbon footprint	Carbon footprint	NA		
	GHG intensity of portfolio companies	GHG intensity of portfolio companies	NA		
	Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	0		
	Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources	NA		
Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector	NA			
Biodiversity	Activities negatively affecting	Share of investments in investee companies with sites/operations located	0		

	biodiversity-sensitive areas	in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas				
Water	Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	0			
Waste	Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average	0			
INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS						
Social and employee matters	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0			
	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	100%		The portfolio companies are early-stage and, for reasons of efficiency, we are monitoring compliance with these regulations for the time being. In the longer term, however, the companies will develop their own policies and processes.	

	Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	8		Average of data obtained	
	Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	31		Average of data obtained	
	Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	0			
Other indicators for principal adverse impacts on sustainability factors						
Energy performance	Breakdown of energy consumption by type of non-renewable sources of energy	Share of energy from non-renewable sources used by investee companies broken down by each non-renewable energy source	NA			
Human Rights	Operations and suppliers at significant risk of incidents of child labour	Share of investments in investee companies exposed to operations and suppliers at significant risk of incidents of child labour in terms of geographic areas or type of operation	0,7%		Portfolio company is actively working on mitigating this risk	