

**Planet A PAI reporting 2024 (table)**

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 2024	Impact 2023	Explanation	Actions taken, and actions planned and targets set for the next reference period	
<b>CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS</b>						
<b>Greenhouse gas emissions</b>	GHG emissions	Scope 1 GHG emissions in tons	381	70	As we invest in early stage startups their own operational footprint is marginal. As we add new portfolio companies and these start to scale we expect the carbon footprint across the fund's investments to grow.	We integrate "Sustainability Clauses" in our Shareholder Agreements, portfolio companies are committing to establish a climate strategy with a net zero target and account for their carbon emissions.
		Scope 2 GHG emissions in tons	566	343		
		Scope 3 GHG emissions in tons	4.035	2.277		
		Total GHG emissions in tons	4.982	2.690		
	Carbon footprint	Carbon footprint				
	GHG intensity of portfolio companies	Total GHG emissions of company divided by the revenues of company in M\$	161	93		
	Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	0	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	25%	24%	All portfolio companies are encouraged to maximise use renewable/low-carbon energy.		
		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		0.17	0
<b>Biodiversity</b>	Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	0%	5%	Companies with industrial sites and/or operations near biodiverse sensitive areas are required to conduct an environmental impact assessment.	
<b>Water</b>	Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	0	0		
<b>Waste</b>	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	1,04	If a company generates significant hazardous waste, the Fund will engage with the investment to ensure proper waste management procedures (incl. collection and disposal) and ensure adequate safety procedures are followed. To the extent possible, the Fund will engage with portfolio companies to reduce hazardous waste as much as possible.	
<b>INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS</b>						
<b>Social and employee matters</b>	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	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	95%	95%	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.	The Fund's requirements in terms of adequate procedures may vary according to the size and adverse impact potential of the portfolio company. If any procedure is found to be missing or implementation seems to be improper, the Fund will work with the company to set up adequate mechanisms and oversight (e.g. anti-corruption policy and procedure).
	Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies in %	11%	10%	Average of data obtained	When a significant disparity associated with gender in wages is found, the Fund will engage with the portfolio company to bridge this gap, and require that an action plan is developed. As early-stage companies may have only a few employees at the point of investment, this indicator will be highly sensitive to small changes, incl. the addition/removal of individuals
	Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	21%	19%	We gathered data from more portfolio companies this year	We integrate "Sustainability Clauses" in the Shareholder Agreement and ask investees to develop D&I policies
	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	0		This is included in the Exclusions Policy and assessed in the due diligence process and throughout the investment life-cycle.
<b>Other indicators for principal adverse impacts on sustainability factors</b>						
<b>Energy performance</b>	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	41,5% nuclear; 37,0% natural gas; 21,5% coal;	45,1% nuclear energy 35,5% natural gas 11,7% coal 6,9% hydrocarbons 0,9% oil		
<b>Human Rights</b>	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	5%	20%	Portfolio companies have partners in the global south; we assess whether they do due diligence/ have policies and mechanisms in place	

\* Currently, total absolute numbers are being reported, in the future this will be weighted with % share of investment