

Planet A PAI reporting 2025 (table) FUND I

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 2025	Impact 2024	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 in tons	148	381	Scope 1 emissions decreased from 381 to 148 tCO ₂ e year-on-year. The reduction reflects both a change in the reporting sample (2025 data based on 12 of 27 Fund I companies) and lower direct emissions from portfolio companies with field or production operations. For example: (1) 44.01 reported lower Scope 1 due to a reduced drilling rate in 2025, resulting in less diesel-powered drilling equipment use; (2) portfolio companies running field pilots reported reduced on-site equipment activity as they transitioned to more asset-light operating models; (3) companies operating company vehicle fleets reduced fuel consumption through remote-working policies and partial fleet electrification.	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.
	GHG emissions: Scope 2 GHG emissions in tons	660	566		
	GHG emissions: Scope 3 GHG emissions in tons	4.684	4.035		
	GHG emissions: Total GHG emissions in tons	5.492	4.982		
	GHG intensity of portfolio companies: Total GHG emissions of company divided by the revenues of company in M\$	101	161		
Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	0	0	The Fund’s Exclusions Policy explicitly prohibits investment in companies active in fossil fuel extraction, production, or distribution. Zero exposure is confirmed across all Fund I portfolio companies.	This is included in the Exclusions Policy and assessed in the due diligence process and throughout the investment life-cycle.
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	16%	25%	The share of non-renewable energy decreased from 25% to 16%, reflecting a broader shift among reporting companies toward renewable electricity sources. Several portfolio companies benefit from renewable electricity tariffs or operate in geographies with high renewable grid shares (e.g., Nordic countries). Note: figures are based on the companies responding to the 2025 ESG questionnaire and may reflect a different reporting sample than 2024.	All portfolio companies are encouraged to maximise use of 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	0.02 ¹	0.17	2025 figure reflects two effects: (1) revenue base approximately doubled year-on-year due to portfolio growth and more complete data capture, and (2) fewer companies reported sector-specific energy breakdowns in 2025. The two years are therefore not directly comparable on this metric.	Planet A engages portfolio companies in manufacturing and transportation sectors to improve energy efficiency as part of their climate strategy required under Sustainability Clauses. Sector-specific energy reporting will be expanded in the next reporting cycle to improve data coverage and year-on-year comparability.
Biodiversity	Activities negatively affecting biodiversity-sensitive areas: Share of	0%	0%	No portfolio companies negatively affected biodiversity-sensitive areas (e.g., Natura 2000,	Companies with industrial sites and/or operations near biodiverse sensitive areas are required to conduct an environmental impact assessment.

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	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			Important Bird Areas, or UNESCO World Heritage Sites). Biodiversity impact is screened at the due diligence stage for all companies with a physical operational footprint.	
Water	Emissions to water: Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	0	0	All portfolio companies confirmed zero emissions to water. As early-stage technology and software companies, the portfolio has no material water discharge operations. Companies are screened for water-related environmental impact at the due diligence stage.	Planet A monitors water emissions annually via the ESG questionnaire. Should any portfolio company report material water emissions, Planet A will engage management to ensure appropriate water treatment, discharge monitoring, and reduction targets are in place in line with local environmental regulations.
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	0	All portfolio companies confirmed they do not produce hazardous or radioactive waste.	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.
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	0	Zero violations of UN Global Compact principles or OECD Guidelines for Multinational Enterprises recorded across all portfolio companies in 2025. All investees undergo ESG screening at the due diligence stage to identify any existing or historical violations prior to investment.	Planet A monitors UNGC compliance via the annual ESG questionnaire. Sustainability Clause A requires all portfolio companies to maintain an ESG strategy covering human rights and anti-corruption, consistent with UNGC principles. Any identified violation would trigger immediate engagement in line with the Fund's ESG Policy.
	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	90%	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).

Adverse sustainability indicator	Metric	Impact year 2025	Impact 2024	Explanation	Actions taken, and actions planned and targets set for the next reference period
	Unadjusted gender pay gap: Average unadjusted gender pay gap of investee companies in %	16%	11%	Average calculated from reporting companies (avg. men €70,300/yr; avg. women €59,100/yr).	When a significant disparity associated with gender in wages is found, the Fund will engage with the portfolio company. All portfolio companies are required to develop Diversity and Inclusion Policies. 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	20%	19%	24 women out of 122 total board members across all portfolio companies	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	The Fund's Exclusions Policy prohibits investment in companies involved in the manufacture or sale of anti-personnel mines, cluster munitions, chemical weapons, or biological weapons. Zero exposure is confirmed across the entire Fund I portfolio.	This is assessed in the due diligence process and throughout the investment life-cycle.
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	21% nuclear; 79% natural gas; ~0% coal	41.5% nuclear; 37.0% natural gas; 21.5% coal	The change primarily reflects a shift in reporting sample composition: the 2024 sample included companies drawing from high-nuclear-share electricity grids (e.g., French grid), whereas the 2025 sample is weighted toward companies with gas-heavy grid connections or on-site gas heating. The absolute volume of non-renewable energy has not necessarily increased - the reported mix reflects which companies provided energy-type breakdowns each year. Note: the number reflects fuel-based non-renewable sources, i.e. gas + nuclear + coal only, excluding district heat.	Planet A encourages all portfolio companies to transition to renewable energy sources as part of the climate strategy required under the Sustainability Clauses.
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	3%	5%	Portfolio companies have partners in the global south; we assess whether they do due diligence / have policies and mechanisms in place. 1 portfolio company reported exposure in 2025, the same as in 2024.	Sustainability Clause A requires all portfolio companies to maintain an ESG strategy covering human rights, including supply chain due diligence. For companies with identified supply chain exposure in high-risk geographies, Planet A engages management directly to verify and strengthen monitoring policies, supplier codes of conduct, and grievance mechanisms. Exposure is re-assessed annually via the ESG questionnaire.