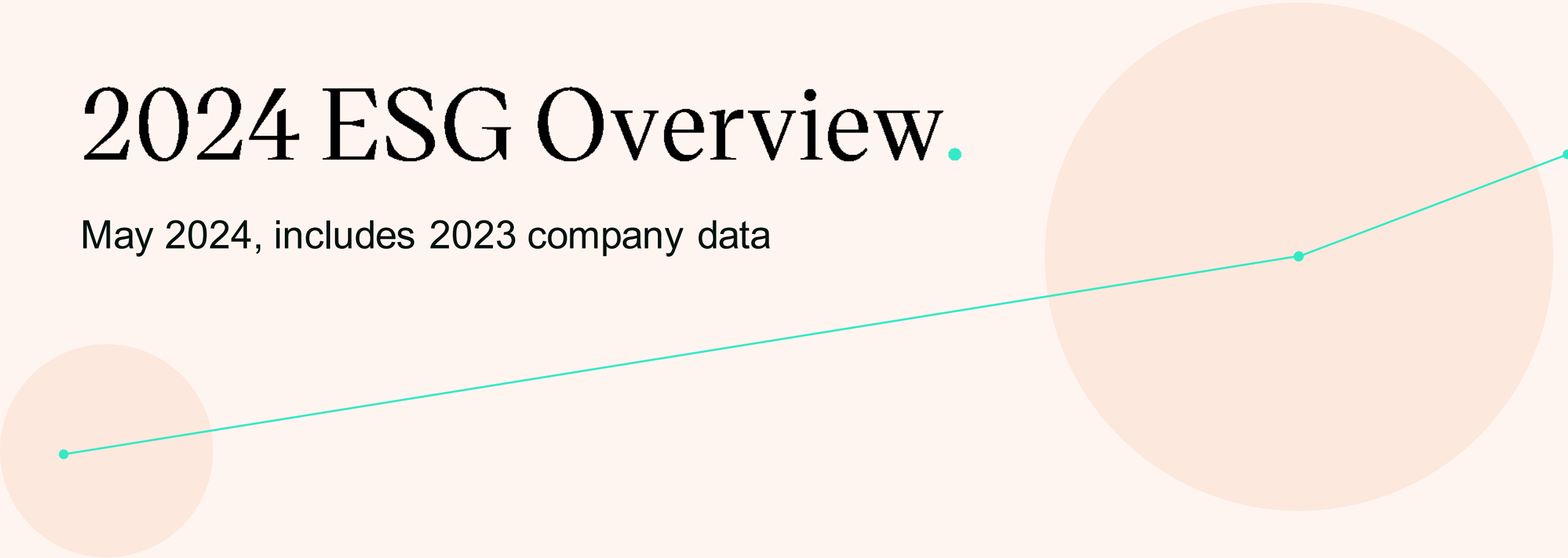


2024 ESG Overview.

May 2024, includes 2023 company data



Legends.



Summary



ESG Overview



Environmental
Stats



Social & Gender



Governance



Executive Summary:

This year marked a significant milestone in our companies' ESG performance, with 34 out of 38 companies surpassing the benchmark score of 40. This achievement highlights their commitment to building sustainable businesses over the long-term. .

Methodology:

The ESG score per company is calculated annually based on the self-reported answers provided by each company's leadership. Each question in the ESG Balance Score Card is weighted equally as we consider every facet of ESG of equal significance. All positive responses are aggregated and divided by the total number of questions, resulting in an ESG score that is scaled to a maximum of 100.



Summary findings .

Participation and Breakdown:

Total Companies Reporting: 38
out of 42 [90%rate]

Stage Overview:

- Early Stage: 22 Companies
- Growth: 13 Companies
- Other: 2

Workforce Composition

Total Number of Employees:
3271

Gender Representation:

- All staff- 1645 are women, equating to 50% of the workforce
- SMT - 115 out of 411, 28% women

Women CEOs and Co-founders:

9 women co-founders & CEOs,
21%

Key ESG Figures to Highlight:

ESG Score Achievement: 34
out of 38 companies exceeded the ESG benchmark score of 40, and average score has improved 45 to 56.

Governance: performance across the 5 key metrics is varied

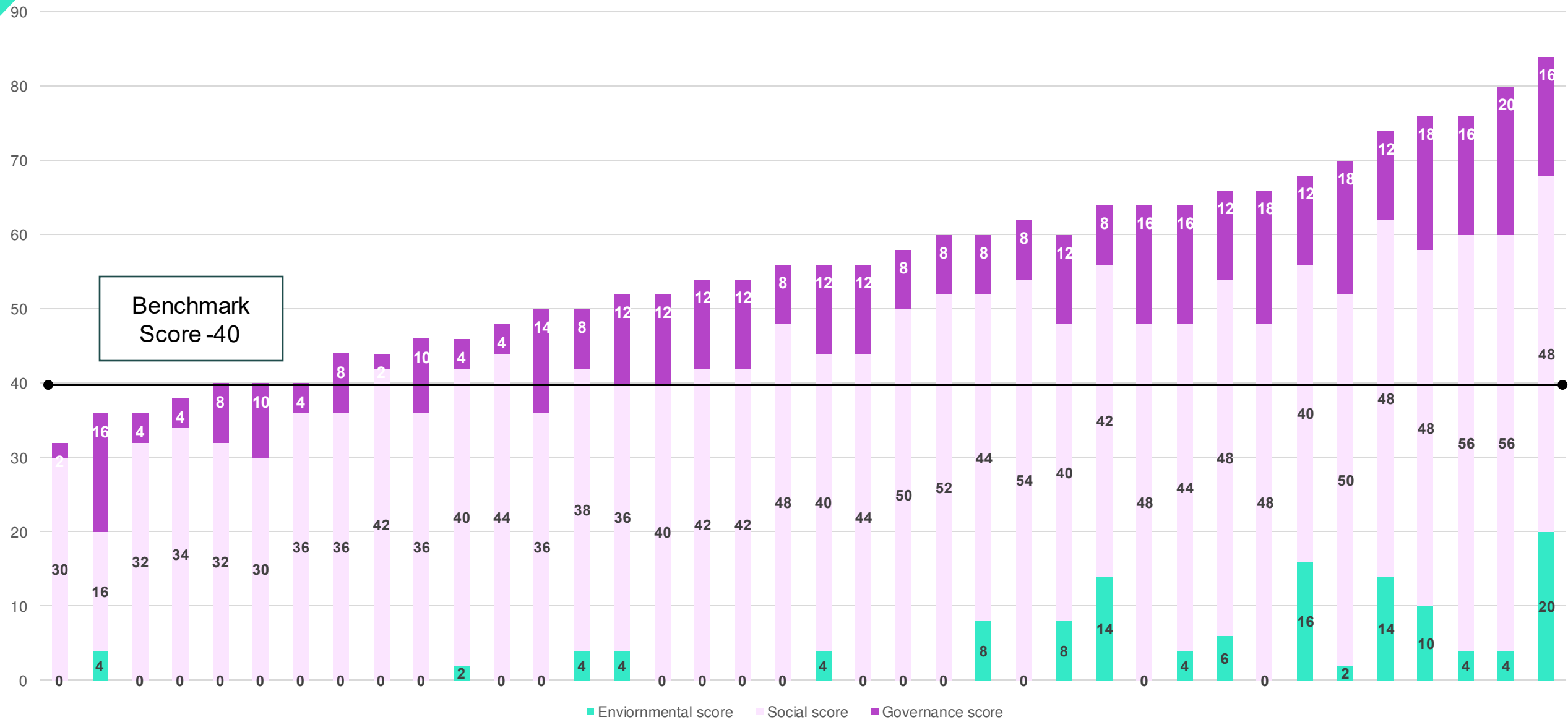


No. of companies aligned with impact goals has grown to 42% in 2023.



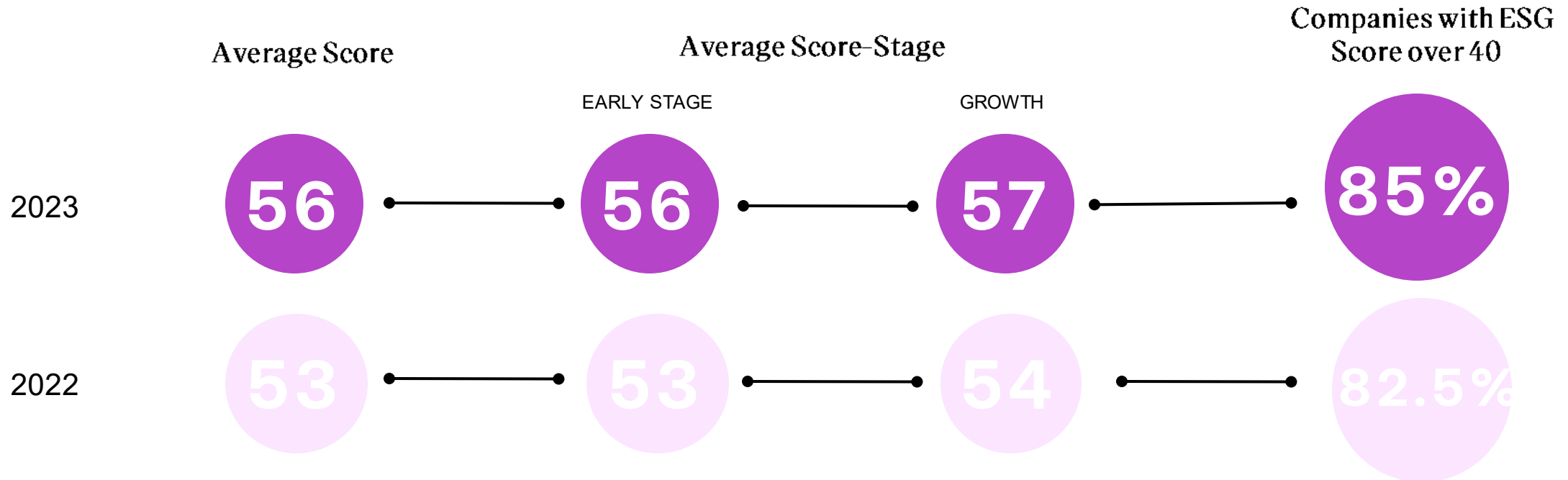


ESG Breakdown 2023 all companies.





ESG score per company has improved in 2023.



(Data from 38 companies - 31 of those remained in portfolio from 2022)



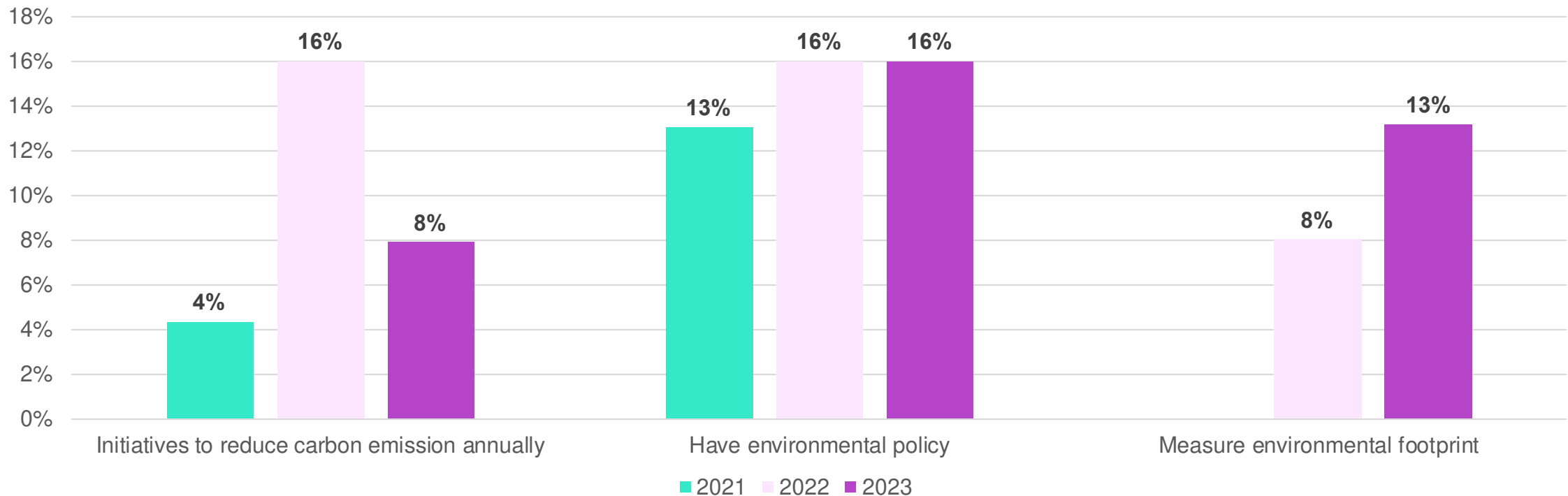
Drivers of variability in ESG scores.

Category	Drivers	Portfolio Performance	Examples of companies
Environmental	Environmental Policy; Reduce Carbon Emissions Annually; NetZero Strategy; Annual Carbon Reduction Initiatives	Top 20% $\geq 3/4$ Initiatives; Bottom 20% = 0 E score	Quantexa; Oviva; Infact; Locums Nest
Social - Inclusive strategies	Annual Performance Review; Monitor Mental Health; Performance Management Processes	Top 20% all Initiatives; Bottom 20% ≥ 1 Initiative	Healios; Quantexa; Imadra; Toqio;
Social - Data & product design	No Data Breaches; Data Security Training; Ethical Principles in Design; Unintended Product Consequences	Top 20% $\geq 4/5$ Initiatives; Bottom 20% $\geq 2/5$ Initiatives	
Social-D&I Policies	Anti-Discrimination; D&I Training; ESG Policy; Supply Chain Risk Management; Ethics/Responsible Tech Policy	Top 20% $\geq 4/5$ Initiatives or In progress; Bottom 20% $\geq 2/5$ Initiatives	
Governance	Independent Directors; Anti-Corruption & Bribery Policy; AlbionVC Treasury Policy Adherence	Top 20% $\geq 2/3$ Initiatives or In Progress; Bottom 20% $\geq 1/3$ Initiatives	



Company performance across environment initiatives has slightly improved YoY.

YOY Comparison

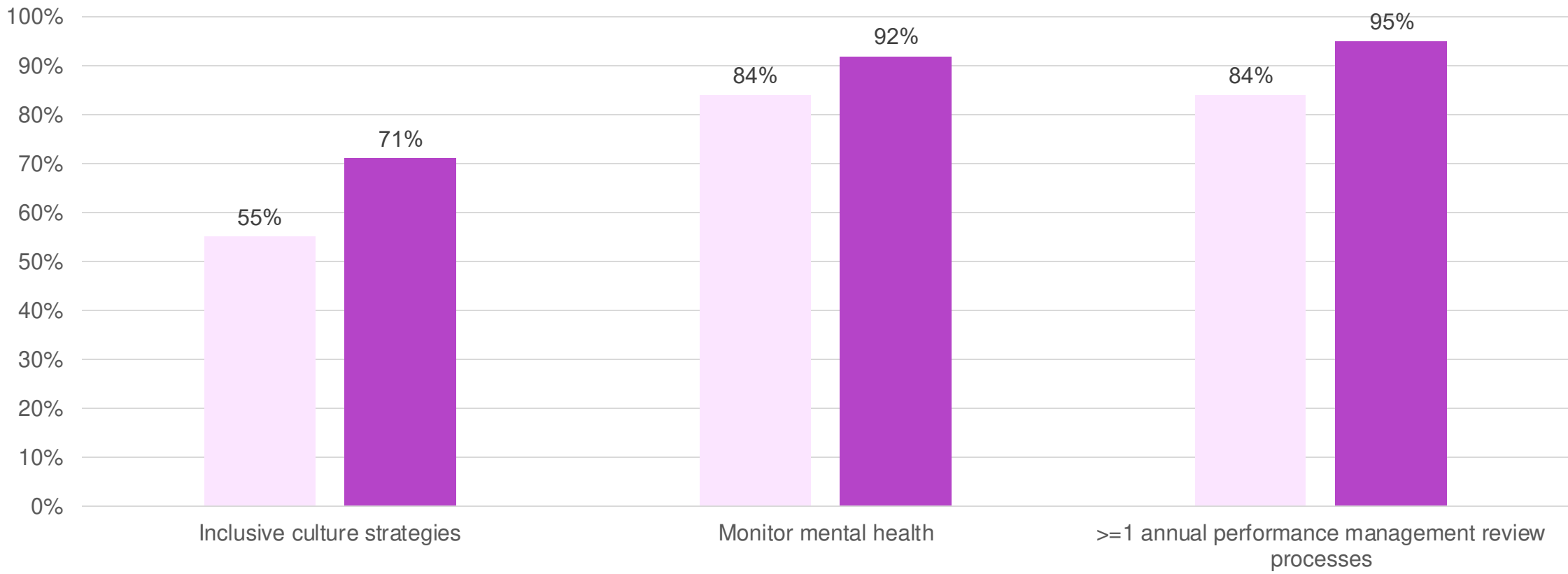


Environmental effects are **low** in general across companies but there has been a noticeable increase in the percentage of companies measuring environmental footprint, indicating a stronger commitment to environmental sustainability.



Enhanced performance reviews and inclusivity practices in 2023.

YOY Comparison



Employee wellbeing: a key priority for most companies with established performance review processes, cultural initiatives and mental health support in place

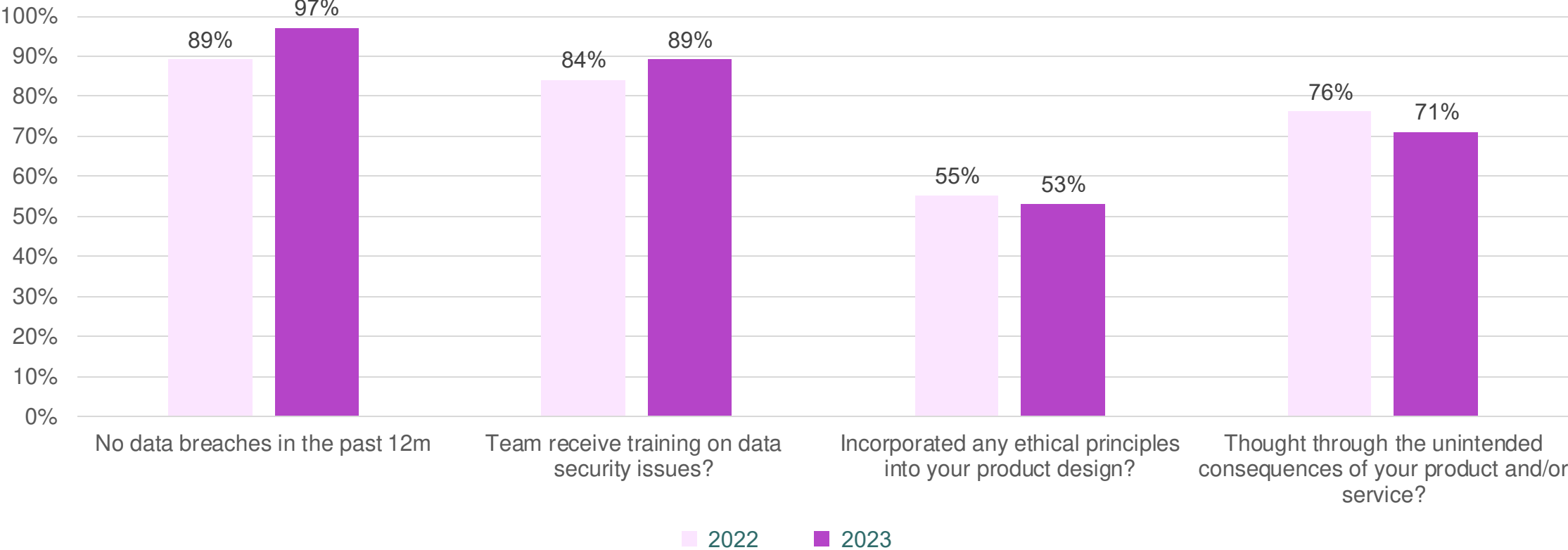


This in line with industry trend that correlates better business outcomes and perceived fairness within performance management systems ([McKinsey](#))



Overview Data Security and Responsible Product design principles.

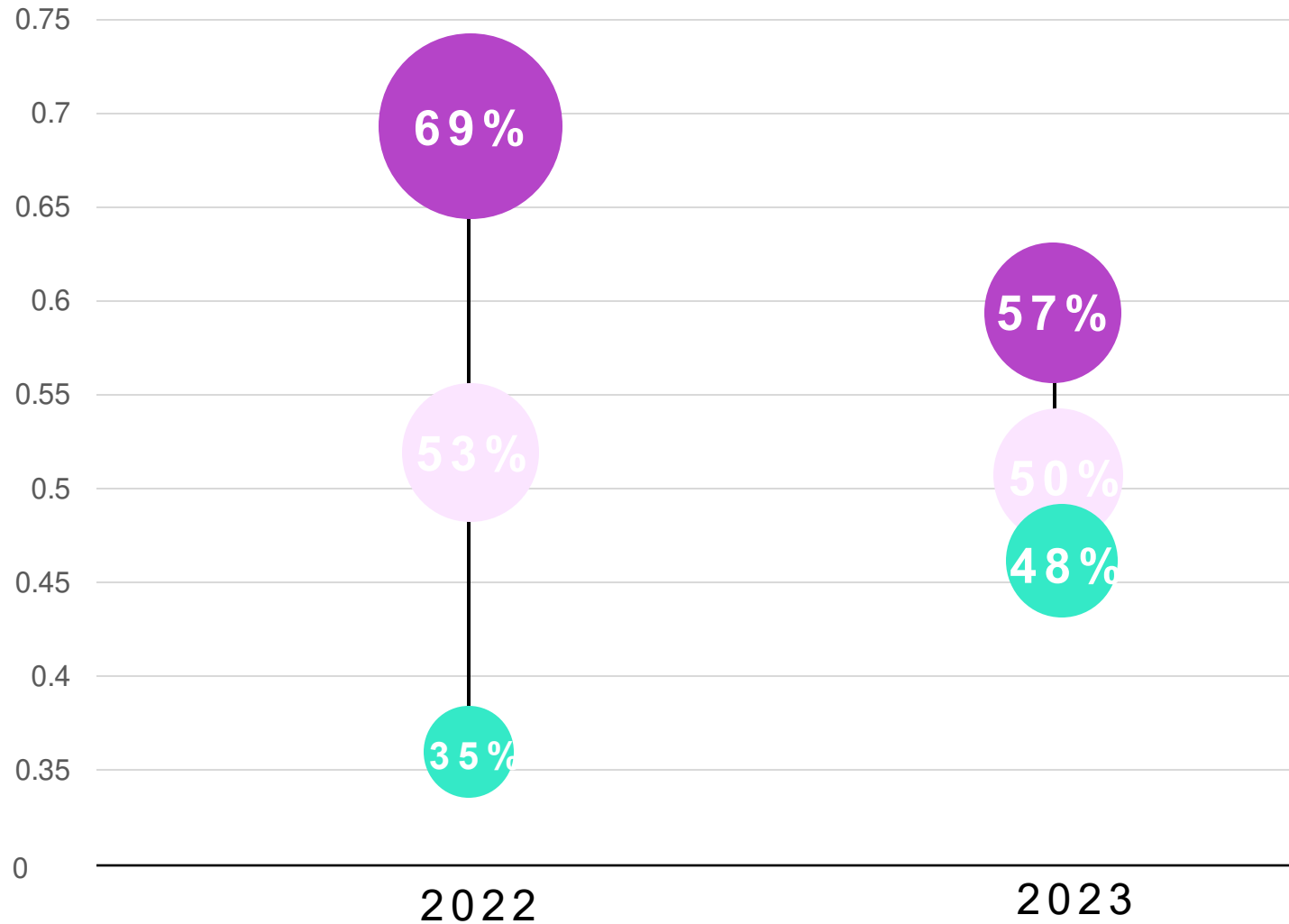
YOY Comparison



Data security: Strong governance and training in place for most companies



Representation of women is shrinking YOY. AlbionVC



- % Women in team with women founders
- % Women in team with all male leadership teams
- % Women representation in portfolio

Market Trends & Summary:

Representation of women is shrinking across our companies, however companies with all male teams have hired/ retained more female employees.

Tech Industry Benchmark

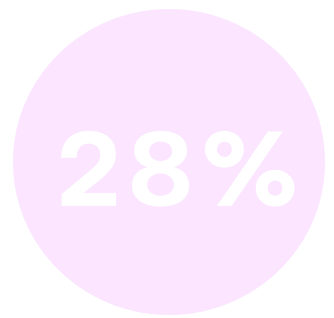
At current rates, the share of women in tech roles in Europe is heading toward a decline to **21%** by 2027. ([McKinsey](#))





Women continue to be underrepresented in senior leadership roles.

Company Level



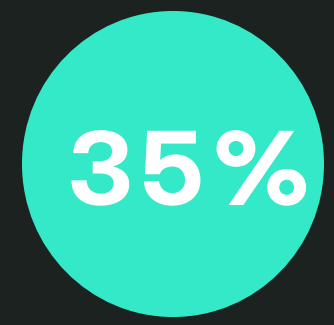
2022

19 out of 38 companies' women representation in SMT is below 30%



2023

Industry Benchmark



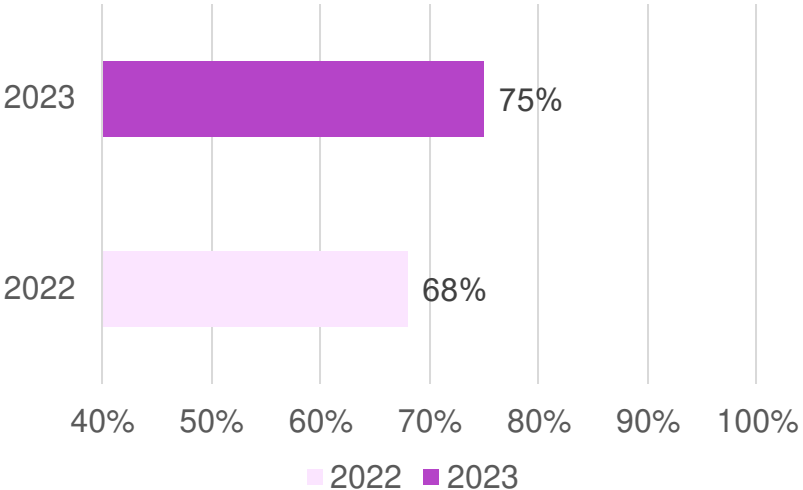
35% women in SMT in EU.

Even though we saw a slight increase of women in SMT. The companies on aggregate are still below the benchmark.



Overview hiring practices that help build more gender diverse teams.

% of companies with D&I hiring score >50%
Company Level



27%

of companies that have above-average hiring rates for women in SMT and at staff level attain a diversity and inclusion hiring score greater than **50%**.

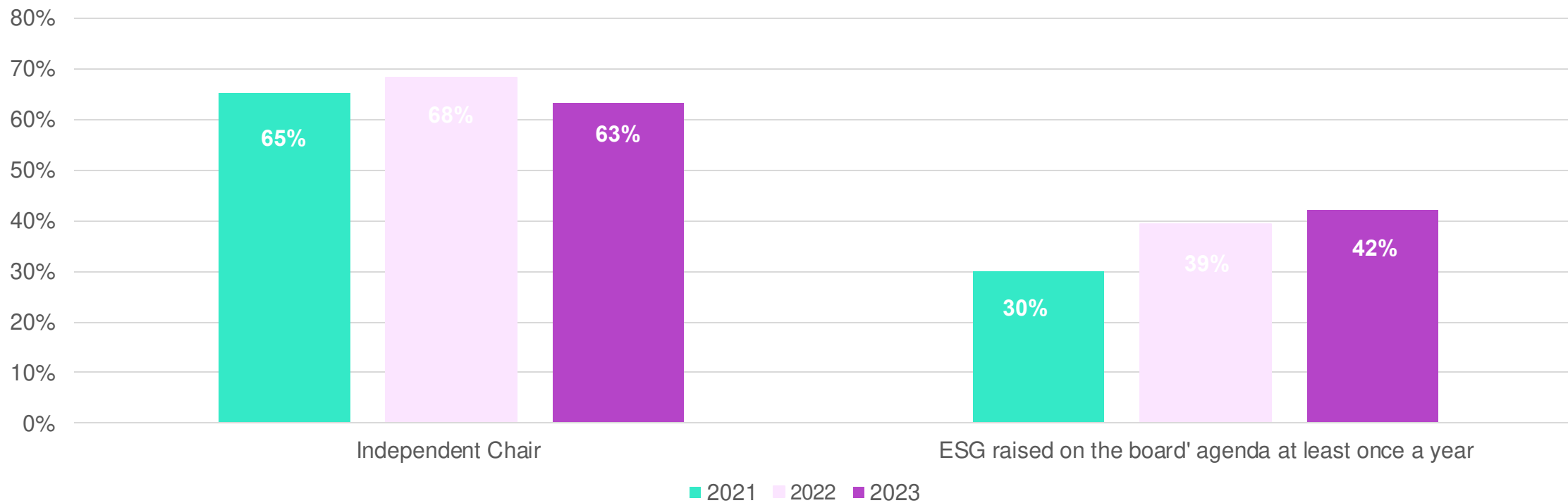
Most Effective Measures to Improve D&I Hiring

- Include D&I statement in job postings
- Checks for inclusive language in job postings
- Diversity targets for hiring



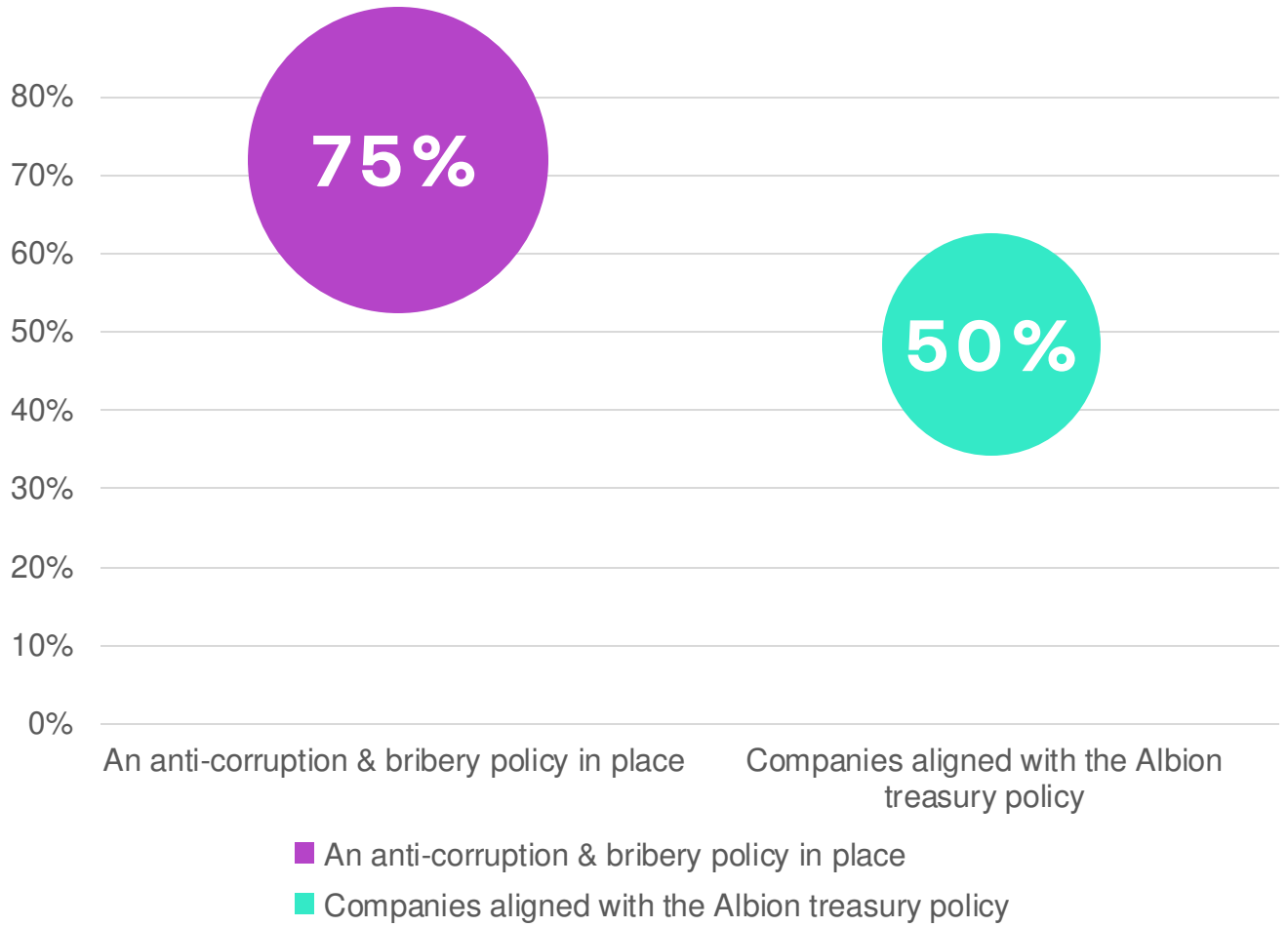
Overview governance practices YOY.

YOY Comparison





New Governance metrics: Anti-corruption policy & AlbionVC Treasury Policy.



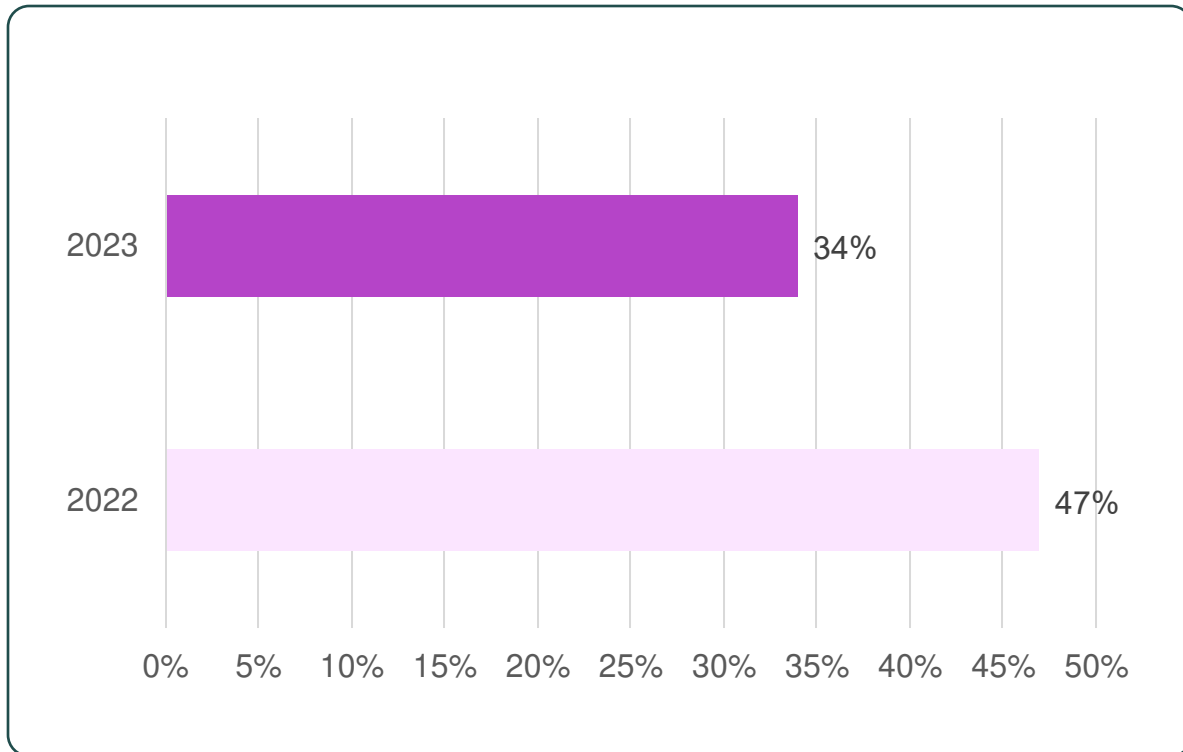
The adoption of these policies demonstrates a commitment to upholding high standards of integrity, transparency, and accountability across our companies.

Moving forward, we will continue to emphasise the importance of robust governance frameworks in driving sustainable growth and mitigating risks.

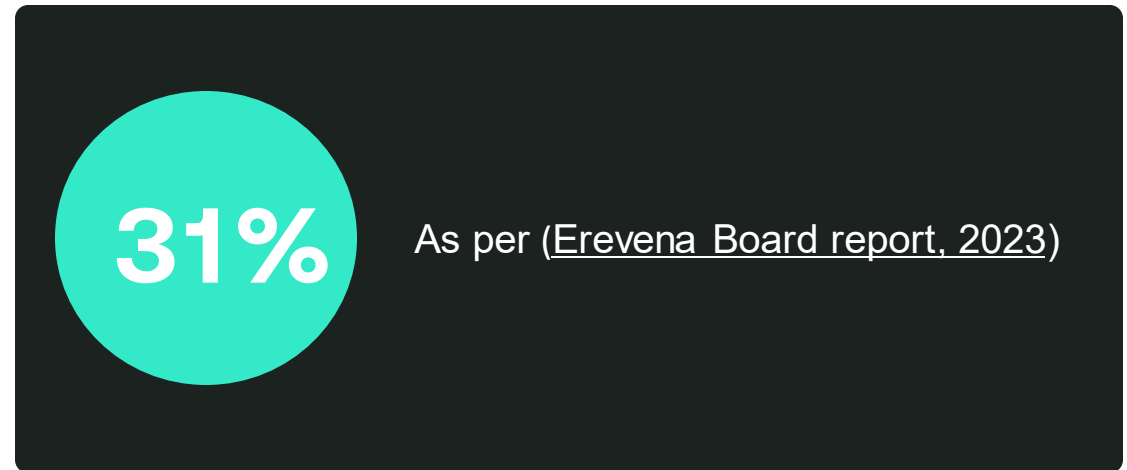


Growing number of companies appoint women to the board of directors.

Companies with no women on their board

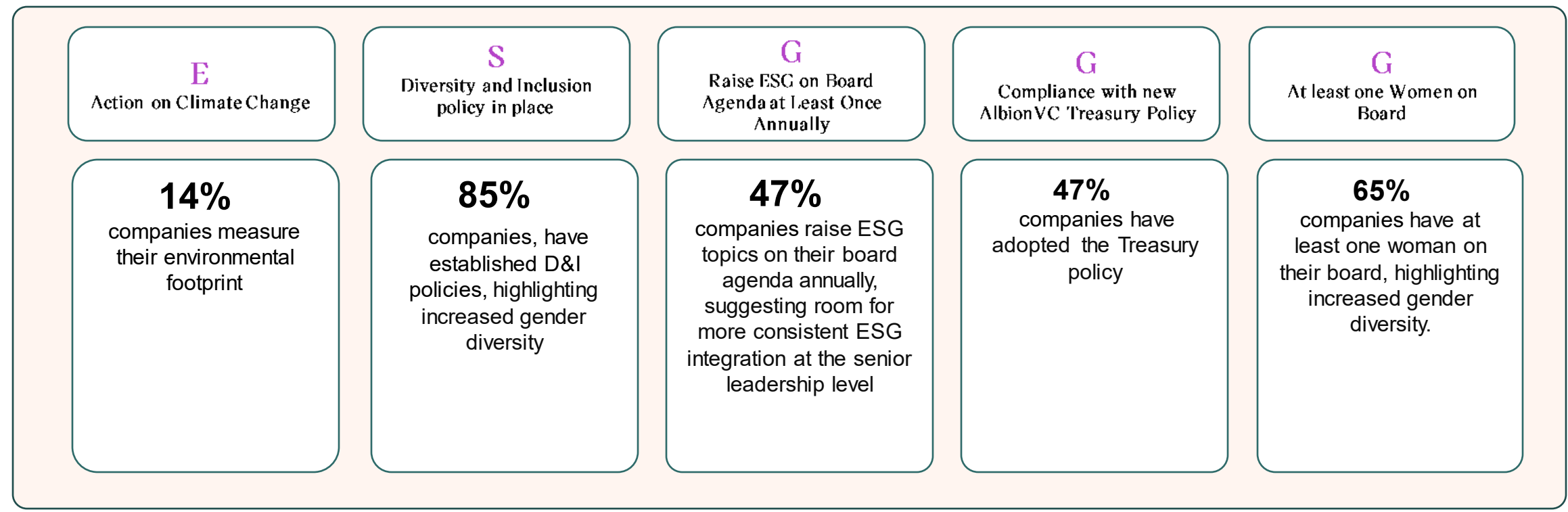


Industry Benchmark





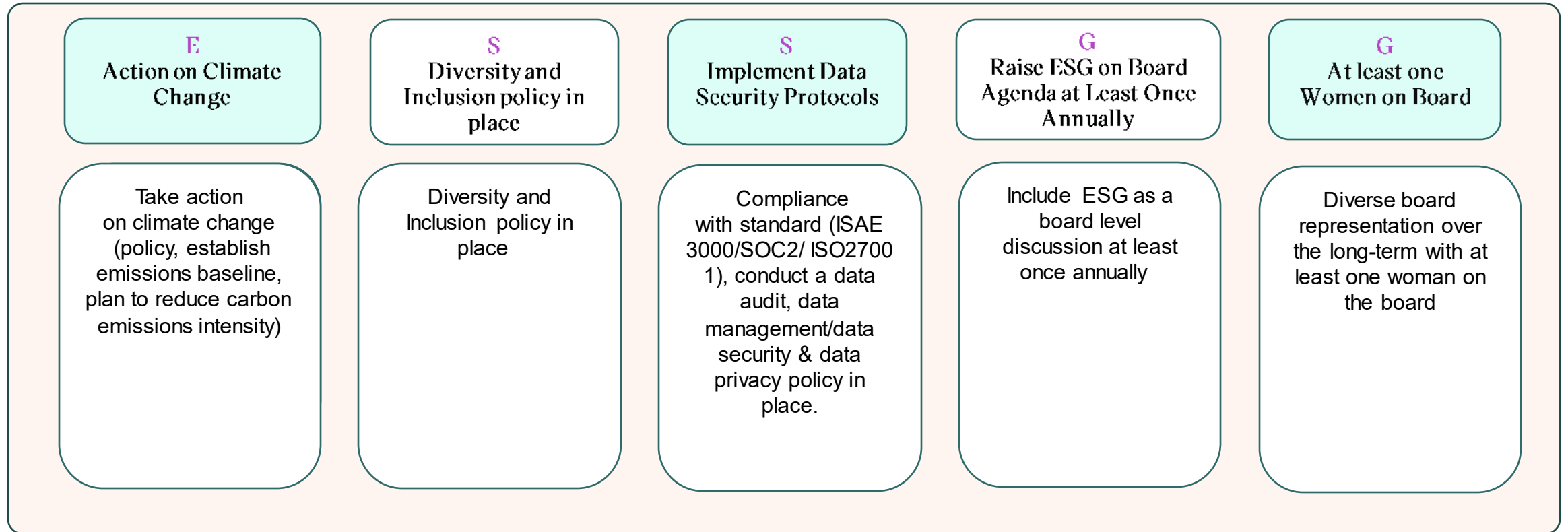
How AlbionVC backed companies did across the Five ESG baseline factors in 2023



We are committed to supporting our companies in making significant progress across all aspects of ESG. In 2022, we established five key factors as a baseline. We review the ESG baseline factors every year and make changes to reflect materiality. We actively monitor these factors and can provide support and resources to ensure these goals are achieved over the long-term.



Five ESG baseline factors for 2024



We have resources and playbooks available to help establish baseline and progress across each of the pillars, please check [AlbionVC Portal](#) or ask your investor and one of the Platform team.

AlbionVC

Thank you.