

## Our manifesto: contributing to the development of sustainable finance

### Sustainability generates long-term and higher value

Apheon's ambition is to contribute to the development of sustainable finance by placing sustainability at the core of its strategy and demonstrating by example that it delivers higher and better value for portfolio companies and investors.

We are convinced that businesses that respect the planet, that look after their employees and that support their communities will in turn attract the best talent, differentiate themselves from their competition and ultimately emerge as the strongest in the future.

### A holistic and collective approach

To succeed with this strategy, Apheon believes a holistic and collective approach is fundamental.

**Holistic:** it is essential that all aspects of ESG are equally and continuously supported. This is why we are active at every stage of the investment cycle by applying proprietary developed methodologies and initiatives which are built on 5 priorities covering the broad ESG spectrum:

**Sustainable revenues (strategy):** increasing, when applicable, the share of revenues which directly benefits the environment and/or society

**Carbon (environment):** reducing emissions

**Talent (social):** creating a positive working environment which will attract, develop and retain the best talent

**Youth, diversity and inclusion (societal):** fostering inclusion

**Transparency (governance):** reporting on metrics transparently, and being transparent on potential obstacles

**Collective:** we believe that it is only through collective action that we can create significant impact. This is why it is our intention to pull together Apheon's entire ecosystem to undertake our ESG initiatives. This includes mobilizing our employees, portfolio companies, investors, external experts, charitable organizations, public institutions and peers.

At this time of global transition, we believe that sustainable finance plays a key role in advancing towards a sustainable planet and society. Financial players, in particular private equity firms such as Apheon, are in a position to drive forward action by leveraging their business model of transforming companies. Apheon is keen to play such role and move forward every day with humility but also conviction.